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ABSTRACT

This document describes the results of an employee survey conducted as part of an Accreditation Self-Study at Hartnell College (California). Approximately 70% of the college's employees responded to the survey during fall 1999, and the respondents' characteristics appeared to be representative of all Hartnell employees. Employees as a whole appeared to be satisfied with how most aspects of the college are functioning, as evidenced by the median response for the vast majority (75%) of survey statements being "mostly agree." However, there were some subgroups, notably full-time faculty, whose responses were significantly less positive in some areas compared with other subgroups and respondents as a whole. Survey results indicated areas of strength, such as employees are interested in promoting student academic success and the college community promotes an environment that supports student and employee diversity. Areas of difference or areas needing improvement included: (1) working conditions and relations among administrators, faculty and classified staff; (2) budget planning, access to software applications, respectful treatment and governance (all issues raised by full-time faculty); and (3) parking. Contains 6 figures, 11 tables and a copy of the survey. (PGS)

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ED 450 865

Hartnell College

1999 Accreditation Employee Survey Final Report

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Hartnell College Accreditation Steering Committee
Victor S. Krimsley, Ph.D., Chair

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June 2000

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Hartnell College

1999 Accreditation Employee Survey Final Report

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Hartnell College
1999 Accreditation Employee Survey Final Report

Executive Summary

In fall 1999, the Hartnell College Accreditation Steering Committee surveyed all permanent and temporary employees. The purpose of this survey was to assess employee perceptions as they relate to accreditation standards. The results are intended to support the Accreditation Self-Study, as well as provide information for assessing and making decisions about Hartnell College's programs and services.

Completed questionnaires were returned by approximately 70% of Hartnell College's employees during fall 1999. The respondents appear to be representative of all Hartnell employees. Typical (median) assessments of survey statements ranged from "slightly disagree" to "mostly agree" and from "good" to "very good". Employees as a whole appear to be satisfied with how most aspects of the college are functioning, as evidenced by the median response for the vast majority (75%) of statements being "mostly agree". However, there were some subgroups, notably full-time faculty, whose responses were significantly less positive in some areas compared to other subgroups and respondents as a whole.

The following results reflect areas in which Hartnell College appears to be doing well:

- Employees are interested in promoting student academic success and are committed to high teaching standards.
- The college community promotes an environment that supports student and employee diversity.
- Hartnell's employees, who are committed, of high quality, caring, and friendly, are seen as the college's greatest strength.

Survey results showing where improvement may be needed include:

- Overall, employees don't view the campus climate as being very positive. The typical employee only assessed the climate as "good", and full-time faculty rated it as "fair". Specifically, survey respondents indicated a need to improve: (1) working conditions for employees and (2) relations among administrators, faculty, and classified staff.
- Full-time faculty assessed numerous areas as being problematic. They do not believe: (1) procedures for budget planning and administration are well understood and reflect college goals and priorities; (2) they have adequate access to software applications needed to support their courses in the computer labs; (3) they are treated with respect; and (4) they have a substantive role in college governance related to their areas of responsibility and expertise.

Acknowledgments

I would like to acknowledge the contributions of the many persons who provided the guidance, resources and support that made this study possible. First, I would like to thank the Hartnell College Accreditation Steering Committee, chaired by Dr. Vic Krimsley, who helped design and implement this major research project. Other members of the committee include: Dr. Celia Barberena, Ms. Paulette Bumbalough, Mr. Bob Beery, Mr. Larry Carrier, Mr. Mike Foudy, Mr. Marv Grim, Mr. Gary Hughes, Mr. Pete Ilse, Dr. Dan Ipson, Mr. Bill Pertle, and Ms. Sallie Savage. I would also like to thank Dr. Ed Valeau, President/ Superintendent, who provided support and resources for this study.

Additionally, I would like to express my gratitude to the Institutional Research and Planning Staff, whose excellent work made this study and report possible. Mr. Larry Imwalle coordinated data collection, analysis, and reporting; Mr. Dan Chodos developed tables and graphs and put the report together; and Ms. Penny Betancourt and Ms. Sharon Perez proofread documents and assisted with clerical tasks.

Christopher J. Myers
Project Director

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Executive Summary

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Attachment: 1999 Hartnell College Accreditation Self-Study Employee Survey

Hartnell College
1999 Accreditation Employee Survey Final Report

In fall 1999, the Hartnell College Accreditation Steering Committee surveyed all permanent and temporary employees. The purpose of this survey was to assess employee perceptions as they relate to accreditation standards. The results are intended to support the Accreditation Self-Study, as well as provide information for assessing and making decisions about Hartnell College's programs and services.

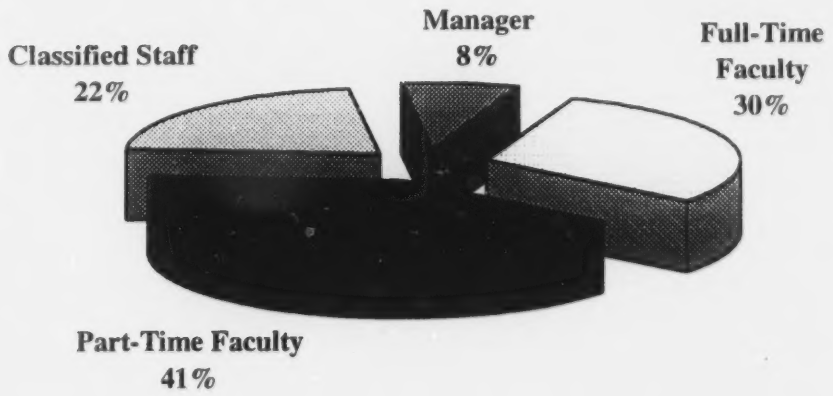
Method

In collaboration with the Institutional Research and Planning Office, the Hartnell College Accreditation Steering Committee developed a scannable four-page questionnaire to administer to Hartnell College employees (see Attachment). The questionnaire was revised several times after receiving input from faculty, classified staff, and managers.

Questionnaires were distributed to full-time faculty and others attending Convocation and to part-time faculty participating in an orientation session prior to the beginning of the fall 1999 semester. Other employees received a questionnaire through the campus mail system.

Average responses among subgroups were statistically compared using analysis of variance ($p \leq .001$). Subgroups were considered to be significantly different from one another if the subgroup averages (1) were at least 0.5 point different (on a 5 or 6 point scale) and (2) were statistically significantly different from one another.

Graph 1A. Respondent's Position

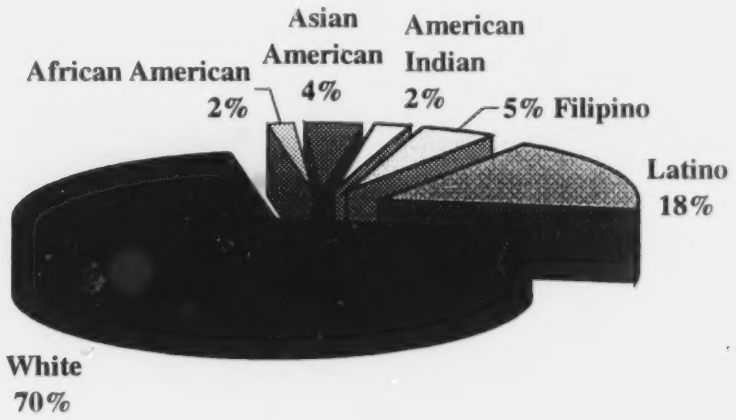


Survey Results

Respondent Characteristics

Completed questionnaires were returned by 358 employees (69% of all employees), including 103 full-time faculty (99% of all full-time faculty), 139 part-time faculty (57% of all part-time faculty), 74 classified staff (40% of all classified staff), and 26 managers (93% of all managers). As shown in Graphs 1A-C and Table 1, survey respondents were generally representative of the Hartnell employee population in relation to gender and ethnicity. However, full-time faculty were somewhat over represented and part-time faculty were slightly underrepresented, compared to the total employee population.

Graph 1B. Respondent's Ethnicity



Graph 1C. Respondent's Length of Employment

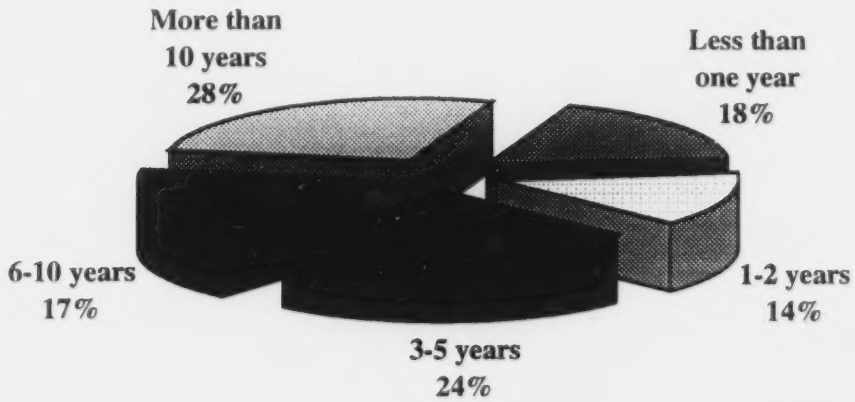


Table 1. 1999 Accreditation Employee Survey Respondent Characteristics

Respondent Characteristics	Total Respondents	
	N [1]	%
Total Respondents	358	100%
Employee Group		
Full-Time Faculty	103	30%
Part-Time Faculty	139	41%
Classified Staff	74	22%
Managers	26	8%
Gender		
Men	173	51%
Women	169	49%
Employment Status		
Permanent	188	54%
Temporary	159	46%
Disability Status		
Disabled	36	12%
Not Disabled	266	88%
Ethnicity		
African American	5	2%
Asian American	11	4%
American Indian	7	2%
Filipino	15	5%
Latino	55	18%
White	215	70%
Years at Hartnell College		
Less than one year	58	18%
1-2 years	46	14%
3-5 years	79	24%
6-10 years	54	17%
More than 10 years	90	28%

Note: Percentages may not sum to 100% due to rounding.

[1] Some subtotals may not sum to the total because some respondents did not identify their subgroup.

Overall Results

Overall, the typical (median) rating of survey statements ranged from "slightly disagree" to "mostly agree" and from "good" to "very good". One-half of the responses fall below and one-half are above the median rating. The median response for 75% of questionnaire statements was "mostly agree", which is indicative of areas in which employees believe that the college is generally doing well. Statements having a typical (median) rating of **"mostly agree"** include:

1. I am personally treated with respect at this college.
2. Staff are concerned about student academic success.
3. Hartnell College (HC) is committed to high standards of teaching.
4. Classified staff make an extra effort to assist students, faculty, and other staff.
5. HC demonstrates honesty and integrity in its athletic program.
6. The programs and services of HC provide fair and ethical treatment of its entire population.
7. Employees promote the development of a diverse educational and cultural campus environment.
8. My senate or representative council has sufficient opportunities to provide input into college decisions.
9. HC is a facilitator of change for its communities.
11. It is important that there is proportional representation of gender and ethnicity between students and college personnel.
12. Programs and courses are offered in a manner that ensures students the opportunity to complete the entire program as announced in a reasonable amount of time.
15. HC faculty present material fairly and objectively, while distinguishing between fact and opinion.
16. A typical "A" grade given at HC represents excellent student achievement.
17. Classified staff are treated respectfully by administrators.
18. Classified staff are treated respectfully by faculty.
19. HC adequately publicizes the planning process.
21. Written policies ensuring fairness are adhered to in employment procedures.
22. HC provides sufficient resources to conduct effective institutional research and program evaluation studies.
25. At HC, there is a positive environment in which faculty are treated with respect.
26. The integrity of the teaching process is protected at HC.
27. The college is committed to high standards of teaching.
29. Information in Hartnell College publications is accurate.
31. The college meets the varied educational needs of its students.
32. The general education program is based on a clear philosophy and rationale.
34. Gender and ethnic diversity among students is valued at HC.
35. The college's processes of curriculum and program development ensure high quality instructional programs.
36. The college uses a range of delivery systems and modes of instruction compatible with student needs.
37. The evaluation of each category of staff is systematic and conducted at stated intervals.
38. The institution identifies expected learning outcomes for its degree and certificate programs.
39. Students from gender and ethnic diverse backgrounds are treated with respect at HC.
40. The needs of the students are considered when decisions are made to add or delete programs or courses at HC.
41. HC's off-campus programs are adequate to address the needs of students who would otherwise have difficulty attending on-campus classes.
42. I am aware of HC's articulation agreements with four-year colleges or universities.
43. There are sufficient knowledgeable HC staff to provide effective student services.
44. The college has clearly defined processes for reviewing all of its educational programs.
45. There are sufficient knowledgeable HC staff to provide effective learning resources.
46. The HC library has sufficient professionally qualified staff to provide references and informational assistance and technical support to serve faculty and staff needs.
47. HC's policy regarding privacy of information is clearly stated and consistently administered.
48. I am aware of how I can obtain and review personnel policies and procedures.
49. I am satisfied that personnel records are kept confidential.
50. I am satisfied with the college hiring process for my constituent group.
51. HC provides adequate training, equipment and network connectivity to access the collections

of the library and computer labs.

52. I have adequate opportunity to recommend items to be added to the library collection.
53. Computer and software on campus are up-to-date, in good condition, and meet students' assignment needs.
54. The Center for Learning Technologies and Innovation's operating hours provide me with adequate access.
55. The HC Library AV Department's operating hours are sufficient to support instruction.
56. I am aware that materials from other institutions are available for use by HC faculty, staff, and students through inter-library loan or on-site use.
57. The library's holdings are adequate in terms of current quality, depth of coverage, and variety for books.
58. The library's holdings are adequate in terms of current quality, depth of coverage, and variety for magazines and newspapers.
59. The library's holdings are adequate in terms of current quality, depth of coverage, and variety for on-line resources.
60. The library's holdings are adequate in terms of current quality, depth of coverage, and variety for media (e.g., videos, CD-ROMs).
61. The library selects, acquires, organizes and maintains an adequate and current collection of books to support the institution's educational programs.
62. The library selects, acquires, organizes, and maintains an adequate and current collection of magazines and newspapers to support the institution's educational programs.
63. The library selects, acquires, organizes, and maintains an adequate and current collection of on-line resources to support the institution's educational programs.
64. The library selects, acquires, organizes, and maintains an adequate and current collection of media (e.g., videos, CD-ROMs) to support the institution's educational programs.
67. The college adequately distributes information about opportunities to learn new instructional approaches.
68. My immediate supervisor encourages and supports my participation ir. professional development activities.
69. The Tenure Review Committee process is effective in making recommendations for tenure.
70. The general college climate is respectful and responsive to a diverse educational and cultural campus environment.
71. I believe college employees are actively working to make multiculturalism a reality on campus.
72. The number of staff and faculty who are qualified by appropriate education, training, and experience is sufficient to support the programs offered by the college.
73. The planning and evaluation of staff development programs include participation of staff who participate in, or are affected by, the programs.
74. In general, I am aware of the classified staff's role in various governing, planning, budgeting, and policy-making bodies at the college.
75. In general, I am aware of the faculty's role in various governing, planning, budgeting, and policy-making bodies at the college.
78. College buildings and facilities provide a healthy working environment.
79. I am satisfied with my personal safety and security at the college.
80. The college grounds are well maintained and manicured.
81. Classrooms are of adequate size for instruction and programs.
82. Laboratories are of adequate size for instruction and programs.
83. Parking lots are well lighted and secure.
85. The college strives to support innovation/expansion in its programs.
87. I am satisfied with the comfort and attractiveness of the buildings and grounds.
89. The management, maintenance, cleanliness, and operation of the physical facilities is efficient and of a quality necessary to support programs and services.
96. The administration provides effective and efficient leadership and management which supports the college's mission.
97. The Administration provides effective leadership to define goals, develop plans, and establish priorities for the institution.
98. The Administration has established and utilizes effective methods of communication to exchange information in a timely and efficient manner.

The typical respondent "slightly agreed" with approximately 20% of the survey statements. These statements represent areas that may need further review to determine if changes are needed. Statements having a typical (median) rating of **"slightly agree"** include:

10. Hartnell College (HC) excels in the recruitment of students.
13. HC excels in the retention of students.
14. HC excels in the placement of students.
20. HC's administration handles grievances fairly.

23. Evaluation results from Program and Services Review are used to improve instructional programs and support services.
24. HC effectively evaluates how well it accomplishes its mission and purposes.
28. I have had sufficient opportunity to participate in the planning process at HC.
30. College-wide and unit planning are linked to resource allocation.
33. I am aware of HC's articulation agreements with the local high schools.
65. The computer labs' software and network configurations provide me with adequate access to the applications I need to support my courses.
66. The college adequately provides me with sufficient staff development opportunities to attend professional conferences.
76. In general I am aware of the student's role in various governing, planning, budgeting, and policy-making bodies at the college.
77. The faculty exercise a substantial voice in matters related to educational programs, the hiring of faculty and other personnel, and institutional policies.
86. The college budget reflects college priorities and planning goals.
88. The organization for administering HC's budget and finances is clearly defined.
90. The college's overall use of financial resources is consistent with its educational goals.
91. College guidelines and processes for financial planning and budget development are clearly defined and followed.
92. The Board of Trustees has performed responsibly in overseeing the financial soundness of the district.
93. I have a substantive role in college governance and policy-making that relate to my areas of responsibility and expertise.
94. The Hartnell Board of Trustees makes responsible decisions and takes responsible actions that support and promote the missions and functions of the college.
95. The administration supports and uses a decision-making process which involves the persons who will be affected.

The following statement is the only one having a typical (median) rating of **"slightly disagree"**, and is indicative of an area in which most employees are dissatisfied:

84. The amount of parking space is adequate on the campus.

The typical (median) response was **"very good"** for the following questions, which is indicative of areas in which employees believe that the college is generally doing well:

100. How effective is HC in promoting employee diversity?
101. Overall, how would you assess the campus climate/environment at HC for students?
102. How effective is HC in promoting student diversity?

The following question is the only one having a typical (median) response of **"good"**, which represents an area that may need further review to determine if changes are needed:

99. Overall, how would you assess the campus climate/environment at HC for employees?

Comments to Open Ended Questions

What Are Hartnell College's Greatest Strengths? Table 2 summarizes the respondents' comments concerning Hartnell College's greatest strengths. The largest proportion of responses (28%) specified the college's greatest strength as being its employees, who are committed, of high quality, caring, and friendly. Other frequently mentioned strengths included the college's multicultural and ethnic diversity (12% of responses) and accessibility, including being affordable, convenient, and offering flexible class times (10% of responses).

Table 2. 1999 Accreditation Employee Survey Responses
Question 109: What are Hartnell College's greatest strengths?[1]

Response	Faculty				Classified Staff		Managers		Total Employees	
	Full-Time		Part-Time							
	N	%	N	%	N	%	N	%	N	%
Employees: committed, high quality, caring, friendly	37	40%	23	19%	15	28%	4	24%	79	28%
Diversity: multicultural, ethnic mix	9	10%	18	15%	6	11%	0	0%	33	12%
Access: affordability, location, low cost, convenient and flexible class times, variety of courses	4	4%	15	13%	8	15%	1	6%	28	10%
Student centered: multiple student services, focus on student needs, student oriented	8	9%	7	6%	7	13%	1	6%	23	8%
Students: eager, motivated, hard working	8	9%	11	9%	2	4%	0	0%	21	8%
Leadership, vision, open to change	4	4%	5	4%	4	8%	5	29%	18	6%
Academic excellence: commitment to educational/ instructional quality, excellent programs	2	2%	11	9%	3	6%	0	0%	16	6%
Positive environment/atmosphere: friendly, respectful, encouraging, supportive	3	3%	5	4%	4	8%	1	6%	13	5%
Technology: up-to-date, integrated, training provided	5	5%	6	5%	1	2%	0	0%	12	4%
Community focus: meet needs, involvement, collaboration	1	1%	8	7%	1	2%	1	6%	11	4%
Facilities: well-maintained	3	3%	5	4%	1	2%	0	0%	9	3%
Other	8	9%	4	3%	1	2%	4	24%	17	6%
Total	92	100%	118	100%	53	100%	17	100%	280	100%

Note: Percentages may not sum to 100% due to rounding.

[1] Question number references questionnaire

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What Could Be Done to Improve Hartnell College? As shown in Table 3, the largest percentage of responses (22%) listed improving working conditions for employees, including compensation, benefits, training, and climate, as the most important thing that could be done to improve Hartnell College. Respondents also mentioned a need to improve relations among administrators, faculty, and classified staff (16% of responses); updating, repairing, and cleaning facilities (12% of responses); and increasing and improving instructional programs (10%).

Table 3. 1999 Accreditation Employee Survey Responses
Question 110: What could be done to improve Hartnell College?[1]

Response	Faculty				Classified Staff		Managers		Total Employees	
	Full-Time		Part-Time							
	N	%	N	%	N	%	N	%	N	%
Better working conditions for employees: compensation, benefits, training/development, climate	26	35%	20	21%	6	12%	0	0%	52	22%
Administration/faculty/staff relations	13	17%	9	9%	9	18%	5	45%	36	16%
Facilities: repair, update, clean, add classrooms, offices, parking	8	11%	15	16%	5	10%	0	0%	28	12%
Instruction: quality, add programs, academic accountability	5	7%	13	14%	6	12%	0	0%	24	10%
Hire more faculty, improve full-time to part-time ratio	2	3%	11	12%	0	0%	0	0%	13	6%
Student experience: retention, parking, advising, listening to student interests	2	3%	5	5%	6	12%	0	0%	13	6%
Leadership and administration	5	7%	0	0%	4	8%	3	27%	12	5%
Community involvement: listen to community, build partnerships with business and high schools	1	1%	4	4%	2	4%	1	9%	8	3%
Technology: increase and upgrade hardware and software	2	3%	1	1%	3	6%	1	9%	7	3%
Other	11	15%	17	18%	10	20%	1	9%	39	17%
Total	75	100%	95	100%	51	100%	11	100%	232	100%

Note: Percentages may not sum to 100% due to rounding.
[1] Question number references questionnaire

Other Comments. Table 4 lists other comments made by the survey respondents. Comments most often made include: Hartnell is a great college and respondents have had good experiences at the college (15%); and faculty and staff working conditions need to be improved (13%).

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Table 4. 1999 Accreditation Employee Survey Responses
Question 111: Other comments?[1]

Response	Faculty				Classified Staff		Managers		Total Employees	
	Full-Time		Part-Time							
	N	%	N	%	N	%	N	%	N	%
Great place/college, good experiences here	0	0%	11	31%	1	8%	0	0%	12	15%
Improve working conditions of faculty and staff	3	11%	6	17%	1	8%	0	0%	10	13%
Survey process (positive and negative comments)	3	11%	3	8%	2	17%	1	33%	9	11%
Changes in diversity (positive and negative comments)	4	14%	3	8%	0	0%	0	0%	7	9%
Great employees	2	7%	3	8%	0	0%	0	0%	5	6%
Improve student services: more and better	3	11%	1	3%	1	8%	0	0%	5	6%
Extend campus services	1	4%	2	6%	1	8%	0	0%	4	5%
Improve facilities	1	4%	2	6%	1	8%	0	0%	4	5%
Improve technology and technology staff	1	4%	1	3%	2	17%	0	0%	4	5%
Awful place; bad experiences, programs and employees	2	7%	1	3%	1	8%	0	0%	4	5%
Improve administration/faculty/staff relations	3	11%	0	0%	1	8%	0	0%	4	5%
Other	5	18%	3	8%	1	8%	2	67%	11	14%
Total	28	100%	36	100%	12	100%	3	100%	79	100%

Note: Percentages may not sum to 100% due to rounding.

[1] Question number references questionnaire

Significant Subgroup Differences

Table 5, which follows the narrative portion of this report, shows the results of those questions in which the average responses between two or more subgroups were significantly different from one another. The average responses of the subgroup(s) in Group A are significantly different than those of the subgroup(s) in Group B[2]. There were no significant differences between men and women respondents and between disabled and non-disabled persons. However, there were significant differences among employee groups (on 51 survey statements), between permanent and temporary employees (on 40 statements), by length of employment (on 31 statements), and by ethnicity (on 2 statements).

Overall, subgroups having the highest level of agreement with statements on the survey included part-time faculty, temporary employees, and persons employed at Hartnell College for two years or less. Conversely, full-time faculty, permanent employees, and those employed at the college for 6 or more years expressed the highest level of disagreement with survey statements.

There generally tended to be agreement among respondents from different subgroups regarding the highest rated statements[3]. These statements are shown in Graph 2.

[2] Significantly Different = average of each subgroup in Group A is statistically significant ($p \leq .001$) and more than 0.5 points higher than the average of each subgroup in Group B.

[3] Seventy-five percent or more of total respondents mostly agreed or strongly agreed with the statement.

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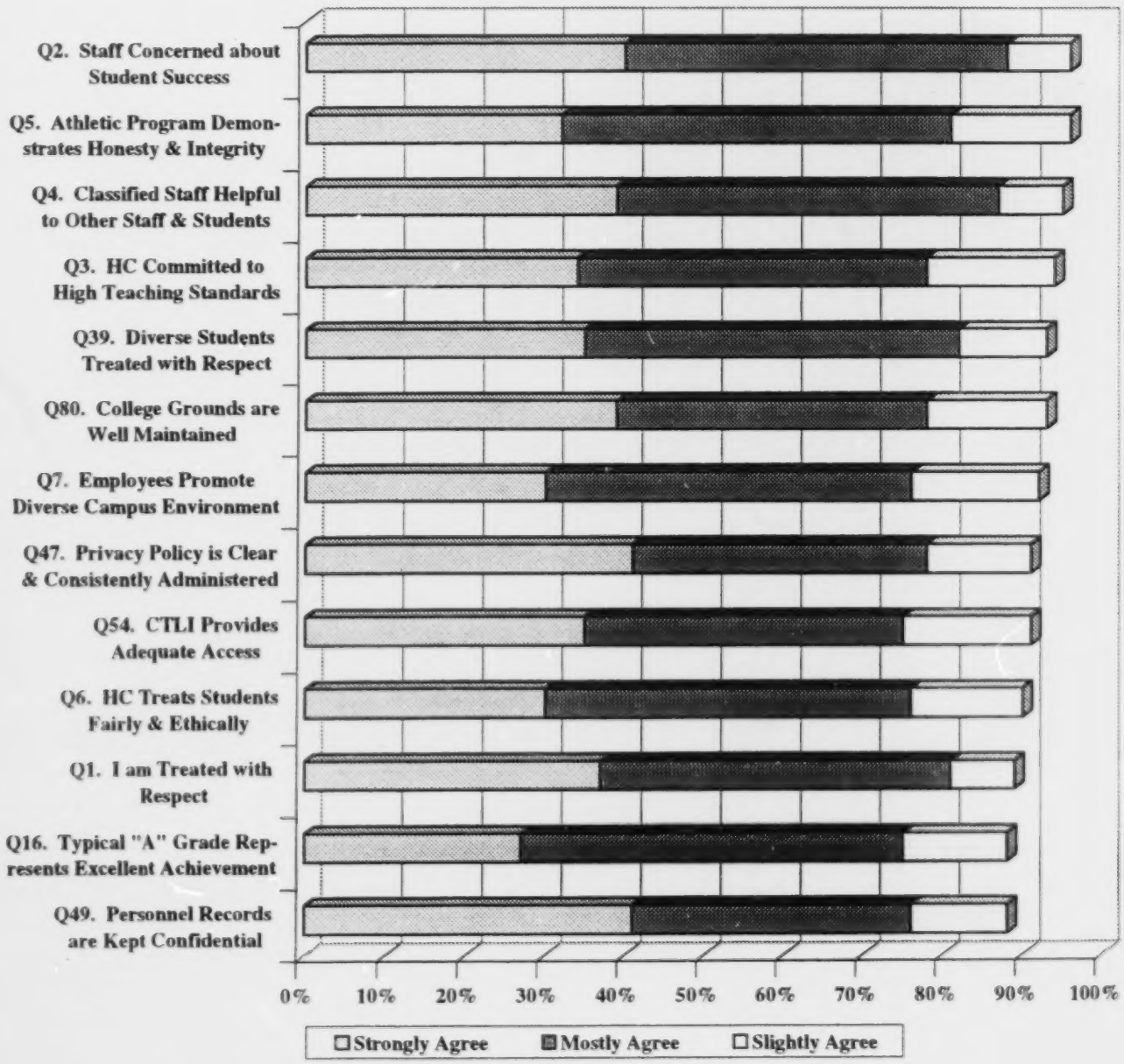
Respondents as a whole were most in agreement that: staff are concerned about student success (96% slightly, mostly or strongly agreed); the athletic program demonstrates honesty and integrity (96% agreed); classified staff are helpful to other staff and students (95% agreed); Hartnell College is committed to high teaching standards (94% agreed); Hartnell's diverse students are treated with respect (93% agreed); and the college grounds are well maintained (93% agreed).

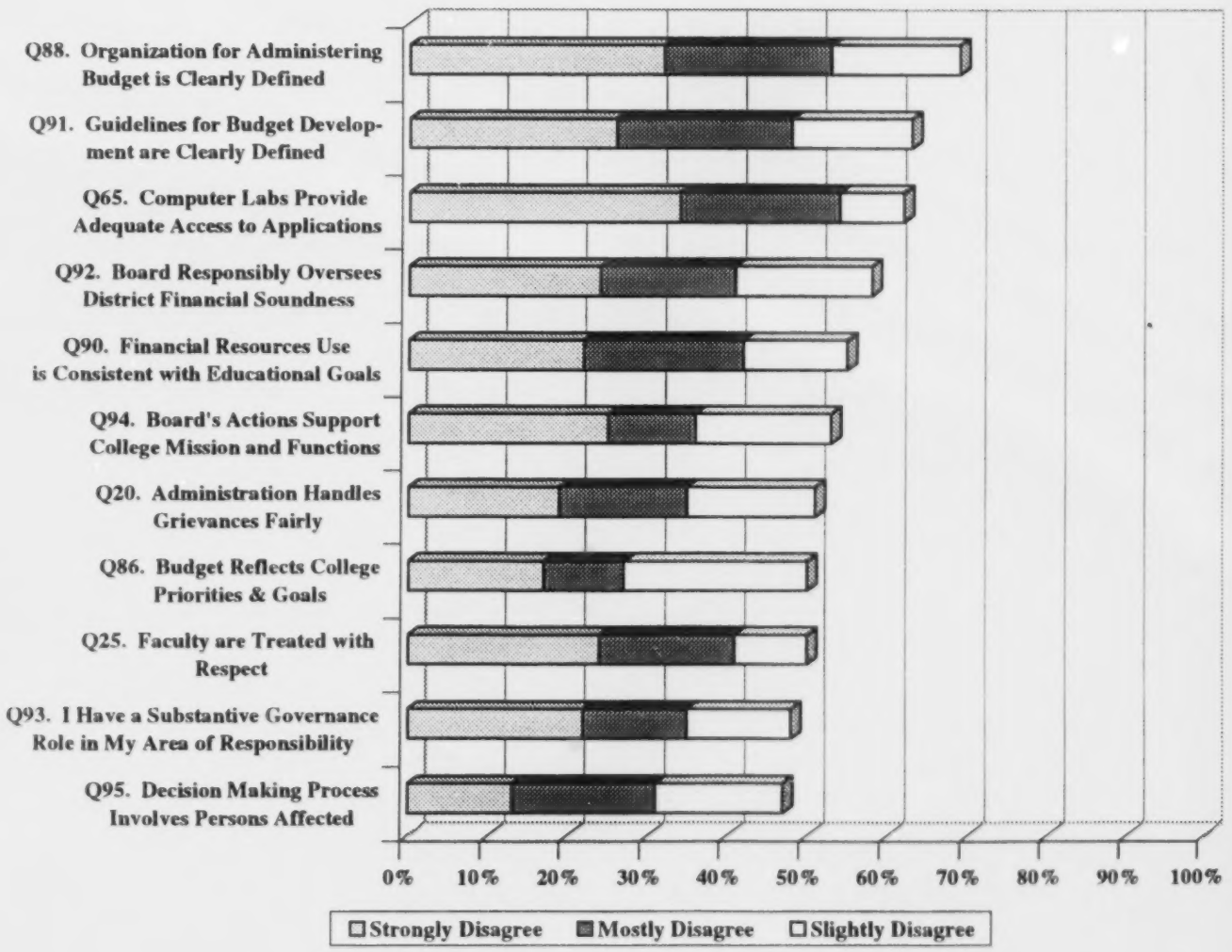
Graph 2. Statements Having Greatest Agreement for Total Respondents*



* Seventy-five percent or more of the respondents mostly agreed or strongly agreed with statement.

However, there was less consensus among respondents from different subgroups regarding the lowest rated statements[1]. Full-time faculty tended to disagree more often than other employee groups with many of the survey statements, as shown in Graph 3A. These lower ratings may reflect faculty discontent related to contract negotiations. Full-time faculty disagreed most that: the organization for administering the budget is clearly defined (69% slightly, mostly or strongly disagreed); guidelines for budget development are clearly defined (63% disagreed); and computer labs provide adequate access to applications (62% disagreed). In addition, the majority (56%) assessed the campus climate for employees as being fair or poor.

Graph 3A. Statements Having Greatest Disagreement for Full-Time Faculty*

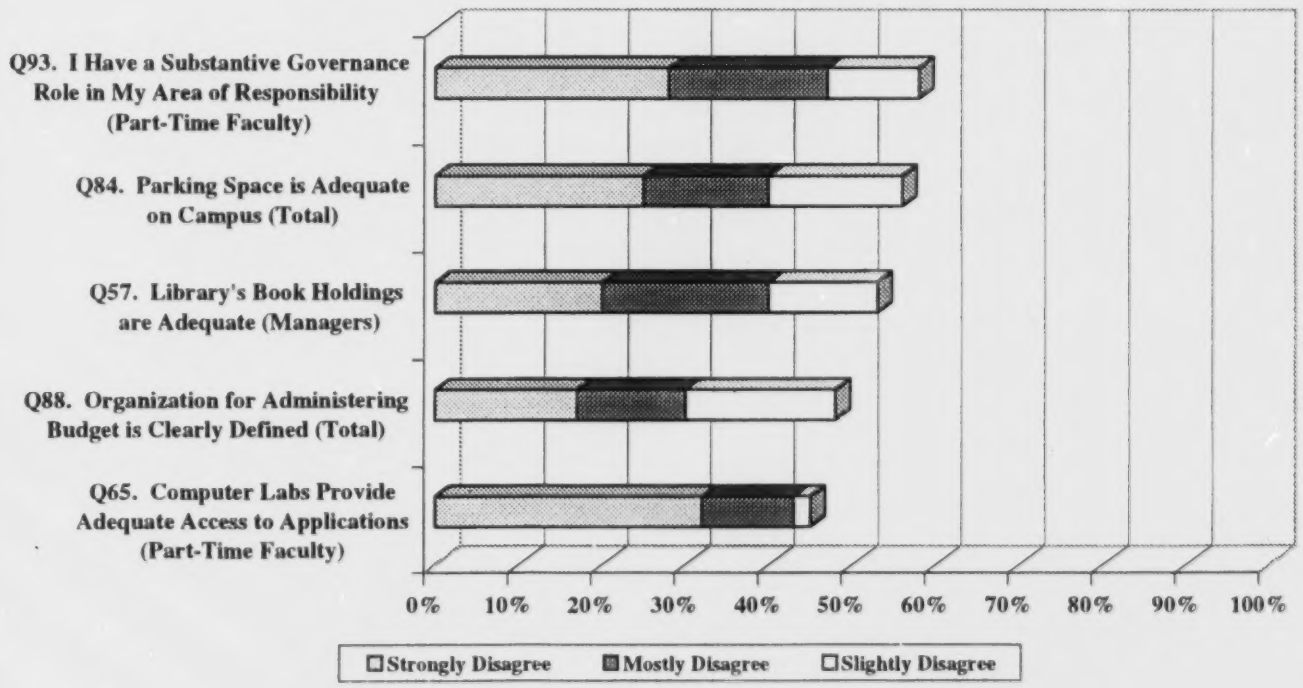

Q88. Organization for Administering Budget is Clearly Defined
Q91. Guidelines for Budget Development are Clearly Defined
Q65. Computer Labs Provide Adequate Access to Applications
Q92. Board Responsibly Oversees District Financial Soundness
Q90. Financial Resources Use is Consistent with Educational Goals
Q94. Board's Actions Support College Mission and Functions
Q20. Administration Handles Grievances Fairly
Q86. Budget Reflects College Priorities & Goals
Q25. Faculty are Treated with Respect
Q93. I Have a Substantive Governance Role in My Area of Responsibility
Q95. Decision Making Process Involves Persons Affected
0%
10%
20%
30%
40%
50%
60%
70%
80%
90%
100%
Strongly Disagree
Mostly Disagree
Slightly Disagree

* Fifty percent or more of respondents indicated some level of disagreement and/or 30% or more of respondents mostly disagreed or strongly disagreed with statement.

[1] Fifty percent or more of respondents indicated some level of disagreement and/or 30% or more of respondents mostly disagreed or strongly disagreed with the statement.

Graph 3B displays the percentages of the lowest rated statements[1] by total employees and subgroups other than full-time faculty. Part-time faculty disagreed that: they have a substantive governance role in their area of responsibility (58% slightly, mostly or strongly disagreed); and computer labs provide adequate access to applications (45% disagreed). In addition, 53% of the managers disagreed that the library's book holdings are adequate. Employees as a whole also disagreed that: parking space is adequate on campus (56% disagreed); and the organization for administering the budget is clearly defined (48% disagreed).

Graph 3B. Statements Having Greatest Disagreement for Other Employee Groups*



* Fifty percent or more of respondents indicated some level of disagreement and/or 30% or more of respondents mostly disagreed or strongly disagreed with statement.

Results by Employee Characteristics

Tables 6A-K display the number (N) and percentage (%) of survey respondents who marked each response category for a given question, broken down by both employee group and by each of the 10 accreditation standards. Similarly, Tables 7A-K to 11A-K show results broken down by gender, employment status, disability status, ethnicity, and length of employment, respectively. These tables follow the narrative portion of this report.

[1] Fifty percent or more of respondents indicated some level of disagreement and/or 30% or more of respondents mostly disagreed or strongly disagreed with the statement.

Summary and Conclusions

Completed questionnaires were returned by approximately 70% of Hartnell College's employees during fall 1999. The respondents appear to be representative of all Hartnell employees. Typical (median) assessments of survey statements ranged from "slightly disagree" to "mostly agree" and from "good" to "very good". Employees as a whole appear to be satisfied with how most aspects of the college are functioning, as evidenced by the median response for the vast majority (75%) of statements being "mostly agree". However, there were some subgroups, notably full-time faculty, whose responses were significantly less positive in some areas compared to other subgroups and respondents as a whole.

Areas of Strength

The following results reflect areas in which Hartnell College appears to be doing well:

1. Employees are interested in promoting student academic success.

2. The college community promotes an environment that supports student and employee diversity.

3. Hartnell's employees, who are committed, of high quality, caring, and friendly, are seen as the college's greatest strength.

4. The college is committed to high teaching standards.

5. The campus grounds are considered well maintained.

6. Employee privacy is appropriately maintained.

Areas of Difference or Needing Improvement

Survey results showing areas in which improvement may be needed include:

1. Overall, employees don't view the campus climate as being very positive. The typical employee only assessed the climate as "good", and full-time faculty rated it as "fair". Specifically, survey respondents indicated a need to improve (a) working conditions for employees and (b) relations among administrators, faculty, and classified staff.

2 Full-time faculty assessed numerous areas as being problematic. The most significant were:

   a. Procedures for budget planning and administration are not well understood and not believed to reflect college goals and priorities.

   b. Faculty do not have adequate access to software applications needed to support their courses in the computer labs.

   c. Full-time faculty do not believe they are treated with respect.

   d. Faculty don't believe they have a substantive role in college governance related to their areas of responsibility and expertise.

3. Parking space on campus is inadequate.

Tables

Table 5. Responses for Subgroups Having Significantly Different Responses

Table 6. Responses by Employee Group

Table 7. Responses by Gender

Table 8. Responses by Employment Status

Table 9. Responses by Disability Status

Table 10. Responses by Ethnicity

Table 11. Responses by How Long Worked at Hartnell College

Attachment

1999 Hartnell College Accreditation Self-Study Employee Survey

Table 5.

Responses for Subgroups Having Significantly Different Responses

Table 5. 1999 Accreditation Employee Survey Responses for Subgroups Having Significantly Different Responses [1]

Question [2]	Group A Significantly Higher than Group B [1]					
	Group A			Group B		
1. Percent of employees who strongly agree or mostly agree that they are treated with respect at this college.						
Differences among Employee Groups		Managers	Part-Time Faculty	Full-Time Faculty		
		96%	92%	62%		
Differences among Employment Statuses			Temporary	Permanent		
			92%	73%		
Differences among How Long Worked at Hartnell			1-2 Years	6-10 Years	More than 10 Years	
Comparison 1			96%	76%	68%	
Comparison 2			Less than 1 Year	More than 10 Years		
			94%	68%		
6. Percent of employees who strongly agree or mostly agree that the programs and services of Hartnell College (HC) provide fair and ethical treatment of its populations.						
Differences among Employee Groups			Part-Time Faculty	Full-Time Faculty		
			86%	64%		
Differences among Employment Statuses			Temporary	Permanent		
			86%	68%		
7. Percent of employees who strongly agree or mostly agree that employees promote the development of a diverse educational and cultural campus environment.						
Differences among Employee Groups			Part-Time Faculty	Full-Time Faculty		
			83%	68%		
Differences among How Long Worked at Hartnell			Less than 1 Year	More than 10 Years		
			88%	66%		

[1] Significantly Different = average of each subgroup in Group A is statistically significant (p=.001) and more than 0.5 points higher than average of each subgroup in Group B.

[2] Question number references questionnaire.

Table 5. 1999 Accreditation Employee Survey Responses for Subgroups Having Significantly Different Responses [1] (continued)

Question [2]	Group A Significantly Higher than Group B [1]					
	Group A			Group B		
9. Percent of employees who strongly agree or mostly agree that HC is a facilitator of change for its communities.						
Differences among Employee Groups			Part-Time Faculty	Full-Time Faculty		
			73%	50%		
Differences among Employment Statuses			Temporary	Permanent		
			74%	56%		
10. Percent of employees who strongly agree or mostly agree that HC excels in the recruitment of students.						
Differences among Employee Groups		Part-Time Faculty	Classified	Full-Time Faculty		
		58%	55%	37%		
Differences among Employment Statuses			Temporary	Permanent		
			58%	43%		
Differences among How Long Worked at Hartnell			Less than 1 Year	More than 10 Years		
			71%	40%		
11. Percent of employees who strongly agree or mostly agree that it is important that there is proportional representation of gender and ethnicity between students and college personnel.						
Differences among Ethnic Groups		Filipino	Latino	White	American Indian	
		94%	91%	55%	44%	

[1] Significantly Different = average of each subgroup in Group A is statistically significant (p=.001) and more than 0.5 points higher than average of each subgroup in Group B.

[2] Question number references questionnaire.

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Table 5. 1999 Accreditation Employee Survey Responses for Subgroups Having Significantly Different Responses [1] (continued)

Question [2]	Group A Significantly Higher than Group B [1]					
	Group A			Group B		
12. Percent of employees who strongly agree or mostly agree that programs and courses are offered in a manner that ensures students the opportunity to complete the entire program as announced in a reasonable amount of time.						
Differences among Employee Groups			Part-Time Faculty	Full-Time Faculty		
			78%	55%		
Differences among Employment Statuses			Temporary	Permanent		
			80%	61%		
Differences among How Long Worked at Hartnell			Less than 1 Year	6-10 Years	3-5 Years	More than 10 Years
			90%	51%	61%	60%
13. Percent of employees who strongly agree or mostly agree that HC excels in the retention of students.						
Differences among Employment Statuses			Temporary	Permanent		
			54%	34%		
Differences among How Long Worked at Hartnell			Less than 1 Year	More than 10 Years		
			65%	37%		
14. Percent of employees who strongly agree or mostly agree that HC excels in the placement of students.						
Differences among Employee Groups			Part-Time Faculty	Full-Time Faculty	Managers	
			55%	38%	10%	
Differences among Employment Statuses			Temporary	Permanent		
			53%	35%		

[1] Significantly Different = average of each subgroup in Group A is statistically significant (p=.001) and more than 0.5 points higher than average of each subgroup in Group B.

[2] Question number references questionnaire.

Table 5. 1999 Accreditation Employee Survey Responses for Subgroups Having Significantly Different Responses [1] (continued)

Question [2]	Group A Significantly Higher than Group B [1]					
	Group A			Group B		
15. Percent of employees who strongly agree or mostly agree that HC faculty present material fairly and objectively, while distinguishing between fact and opinion.						
Differences among Employee Groups	Full-Time Faculty	Part-Time Faculty	Classified	Managers		
	78%	77%	67%	39%		
17. Percent of employees who strongly agree or mostly agree that classified staff are treated respectfully by administrators.						
Differences among Employee Groups			Part-Time Faculty	Classified	Full-Time Faculty	
			82%	61%	56%	
Differences among Employment Statuses			Temporary	Permanent		
			83%	61%		
18. Percent of employees who strongly agree or mostly agree that classified staff are treated respectfully by faculty.						
Differences among Employee Groups		Part-Time Faculty	Full-Time Faculty	Classified	Managers	
		83%	78%	59%	52%	
Differences among Employment Statuses			Temporary	Permanent		
			84%	66%		
19. Percent of employees who strongly agree or mostly agree that HC adequately publicizes the planning process.						
Differences among Employee Groups			Part-Time Faculty	Full-Time Faculty		
			69%	48%		
Differences among Employment Statuses			Temporary	Permanent		
			69%	49%		
Differences among How Long Worked at Hartnell			Less than 1 Year	More than 10 Years	6-10 Years	
			57%	52%	50%	

[1] Significantly Different = average of each subgroup in Group A is statistically significant (p=.001) and more than 0.5 points higher than average of each subgroup in Group B.

[2] Question number references questionnaire.

Table 5. 1999 Accreditation Employee Survey Responses for Subgroups Having Significantly Different Responses [1] (continued)

Question [2]	Group A Significantly Higher than Group B [1]					
	Group A			Group B		
20. Percent of employees who strongly agree or mostly agree that HC's administration handles grievances fairly.						
Differences among Employee Groups		Managers	Part-Time Faculty	Full-Time Faculty		
		80%	60%	26%		
Differences among Employment Statuses			Temporary	Permanent		
			63%	37%		
Differences among How Long Worked at Hartnell			Less than 1 Year	More than 10 Years	6-10 Years	
			80%	35%	26%	
21. Percent of employees who strongly agree or mostly agree that written policies ensuring fairness are adhered to in employment procedures.						
Differences among Employment Statuses			Temporary	Permanent		
			76%	54%		
Differences among How Long Worked at Hartnell		Less than 1 Year	1-2 Years	More than 10 Years	6-10 Years	
		92%	93%	47%	36%	

[1] Significantly Different = average of each subgroup in Group A is statistically significant (p=.001) and more than 0.5 points higher than average of each subgroup in Group B.

[2] Question number references questionnaire.

Table 5. 1999 Accreditation Employee Survey Responses for Subgroups Having Significantly Different Responses [1] (continued)

Question [2]	Group A Significantly Higher than Group B [1]					
	Group A			Group B		
23. Percent of employees who strongly agree or mostly agree that evaluation results from Program and Services Review are used to improve instructional programs and support services.						
Differences among Employee Groups		Part-Time Faculty	Classified	Full-Time Faculty		
Comparison 1		67%	55%	34%		
Comparison 2			Part-Time Faculty	Managers		
			67%	24%		
Differences among Employment Statuses			Temporary	Permanent		
			70%	37%		
Differences among How Long Worked at Hartnell			Less than 1 Year	More than 10 Years		
			75%	43%		
24. Percent of employees who strongly agree or mostly agree that HC effectively evaluates how well it accomplishes its mission and purposes.						
Differences among Employee Groups		Part-Time Faculty	Classified	Full-Time Faculty		
Comparison 1		61%	54%	32%		
Comparison 2			Part-Time Faculty	Managers		
			61%	29%		
Differences among Employment Statuses			Temporary	Permanent		
			63%	37%		
Differences among How Long Worked at Hartnell			Less than 1 Year	More than 10 Years	6-10 Years	
Comparison 1			75%	35%	30%	
Comparison 2			1-2 Years	More than 10 Years		
			64%	35%		

[1] Significantly Different = average of each subgroup in Group A is statistically significant (p=.001) and more than 0.5 points higher than average of each subgroup in Group B.

[2] Question number references questionnaire.

Table 5. 1999 Accreditation Employee Survey Responses for Subgroups Having Significantly Different Responses [1] (continued)

Question [2]	Group A Significantly Higher than Group B [1]					
	Group A			Group B		
25. Percent of employees who strongly agree or mostly agree that at HC, there is a positive environment in which faculty are treated with respect.						
Differences among Employee Groups	Part-Time Faculty	Managers	Classified	Full-Time Faculty		
	69%	67%	56%	46%		
Differences among Employment Statuses			Temporary	Permanent		
			70%	45%		
Differences among How Long Worked at Hartnell		Less than 1 Year	3-5 Years	More than 10 Years	6-10 Years	
		84%	61%	44%	40%	
26. Percent of employees who strongly agree or mostly agree that the integrity of the teaching process is protected at HC.						
Differences among Employee Groups			Part-Time Faculty	Full-Time Faculty		
			78%	57%		
Differences among Employment Statuses			Temporary	Permanent		
			80%	59%		
Differences among How Long Worked at Hartnell			Less than 1 Year	More than 10 Years	6-10 Years	
			91%	58%	55%	
29. Percent of employees who strongly agree or mostly agree that information in HC publications is accurate.						
Differences among Employee Groups			Part-Time Faculty	Full-Time Faculty		
			77%	53%		
Differences among Employment Statuses			Temporary	Permanent		
			79%	59%		

[1] Significantly Different = average of each subgroup in Group A is statistically significant (p=.001) and more than 0.5 points higher than average of each subgroup in Group B.

[2] Question number references questionnaire.

Table 5. 1999 Accreditation Employee Survey Responses for Subgroups Having Significantly Different Responses [1] (continued)

Question [2]	Group A Significantly Higher than Group B [1]					
	Group A			Group B		
30. Percent of employees who strongly agree or mostly agree that College-wide and unit planning are linked to resource allocation.						
Differences among Employee Groups			Part-Time Faculty	Full-Time Faculty		
			73%	31%		
Differences among Employment Statuses			Temporary	Permanent		
			75%	40%		
Differences among How Long Worked at Hartnell			Less than 1 Year	More than 10 Years		
			63%	35%		
31. Percent of employees who strongly agree or mostly agree that the college meets the varied educational needs of its students.						
Differences among Employee Groups			Part-Time Faculty	Full-Time Faculty		
			73%	53%		
Differences among Employment Statuses			Temporary	Permanent		
			74%	54%		
32. Percent of employees who strongly agree or mostly agree that the general education program is based on a clear philosophy and rationale.						
Differences among Employee Groups			Part-Time Faculty	Full-Time Faculty		
			74%	58%		
Differences among Employment Statuses			Temporary	Permanent		
			75%	58%		

[1] Significantly Different = average of each subgroup in Group A is statistically significant (p=.001) and more than 0.5 points higher than average of each subgroup in Group B.

[2] Question number references questionnaire.

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Table 5. 1999 Accreditation Employee Survey Responses for Subgroups Having Significantly Different Responses [1] (continued)

Question [2]	Group A Significantly Higher than Group B [1]					
	Group A			Group B		
34. Percent of employees who strongly agree or mostly agree that gender and ethnic diversity among students is valued at HC.						
Differences among Employee Groups			Part-Time Faculty	Full-Time Faculty		
			87%	68%		
Differences among How Long Worked at Hartnell		Less than 1 Year	3-5 Years	6-10 Years		
Comparison 1		94%	83%	71%		
Comparison 2			Less than 1 Year	More than 10 Years		
			94%	74%		
38. Percent of employees who strongly agree or mostly agree that the institution identifies expected learning outcomes for its degree and certificate programs.						
Differences among Employee Groups		Part-Time Faculty	Classified	Full-Time Faculty		
Comparison 1		75%	75%	56%		
Comparison 2			Part-Time Faculty	Managers		
			75%	43%		
Differences among Employment Statuses			Temporary	Permanent		
			75%	61%		
Differences among How Long Worked at Hartnell			Less than 1 Year	6-10 Years		
			86%	55%		

[1] Significantly Different = average of each subgroup in Group A is statistically significant (p=.001) and more than 0.5 points higher than average of each subgroup in Group B.

[2] Question number references questionnaire.

Table 5. 1999 Accreditation Employee Survey Responses for Subgroups Having Significantly Different Responses [1] (continued)

Question [2]	Group A Significantly Higher than Group B [1]					
	Group A			Group B		
39. Percent of employees who strongly agree or mostly agree that students from gender and ethnic diverse backgrounds are treated with respect at HC.						
Differences among Employee Groups			Part-Time Faculty	Full-Time Faculty		
			87%	73%		
Differences among How Long Worked at Hartnell			Less than 1 Year	More than 10 Years		
			90%	80%		
40. Percent of employees who strongly agree or mostly agree that the needs of the students are considered when decisions are made to add or delete programs or courses at HC.						
Differences among Employee Groups			Part-Time Faculty	Full-Time Faculty		
			54%	46%		
Differences among Employment Statuses			Temporary	Permanent		
			66%	49%		
Differences among How Long Worked at Hartnell		Less than 1 Year	1-2 Years	6-10 Years		
		78%	67%	37%		
41. Percent of employees who strongly agree or mostly agree that HC's off-campus programs are adequate to address the needs of students who would otherwise have difficulty attending on-campus classes.						
Differences among Employee Groups			Part-Time Faculty	Full-Time Faculty		
			67%	36%		
Differences among Employment Statuses			Temporary	Permanent		
			65%	40%		
Differences among How Long Worked at Hartnell			Less than 1 Year	6-10 Years		
			69%	25%		

[1] Significantly Different = average of each subgroup in Group A is statistically significant (p=.001) and more than 0.5 points higher than average of each subgroup in Group B.

[2] Question number references questionnaire.

Table 5. 1999 Accreditation Employee Survey Responses for Subgroups Having Significantly Different Responses [1] (continued)

Question [2]	Group A Significantly Higher than Group B [1]					
	Group A			Group B		
45. Percent of employees who strongly agree or mostly agree that there are sufficient knowledgeable HC staff to provide effective learning resources.						
Differences among Employee Groups			Part-Time Faculty	Full-Time Faculty		
			77%	58%		
Differences among Employment Statuses			Temporary	Permanent		
			78%	59%		
47. Percent of employees who strongly agree or mostly agree that HC's policy regarding privacy of information is clearly stated and consistently administered.						
Differences among Employee Groups			Part-Time Faculty	Classified	Managers	Full-Time Faculty
			89%	74%	68%	66%
Differences among Employment Statuses			Temporary	Permanent		
			90%	67%		
Differences among How Long Worked at Hartnell			1-2 Years	6-10 Years		
			96%	56%		
49. Percent of employees who strongly agree or mostly agree that they are satisfied that personnel records are kept confidential.						
Differences among Employee Groups			Part-Time Faculty	Full-Time Faculty		
			88%	62%		
Differences among Employment Statuses			Temporary	Permanent		
			89%	68%		

[1] Significantly Different = average of each subgroup in Group A is statistically significant (p=.001) and more than 0.5 points higher than average of each subgroup in Group B.

[2] Question number references questionnaire.

Table 5. 1999 Accreditation Employee Survey Responses for Subgroups Having Significantly Different Responses [1] (continued)

Question [2]	Group A Significantly Higher than Group B [1]					
	Group A			Group B		
50. Percent of employees who strongly agree or mostly agree that they are satisfied with the hiring practices for their constituent group.						
Differences among Employee Groups			Managers	Full-Time Faculty		
			84%	48%		
Differences among How Long Worked at Hartnell			1-2 Years	More than 10 Years	6-10 Years	
			79%	55%	44%	
52. Percent of employees who strongly agree or mostly agree that they have adequate opportunity to recommend items to be added to the library collection.						
Differences among Employee Groups			Full-Time Faculty	Classified		
			74%	54%		
53. Percent of employees who strongly agree or mostly agree that computers and software on campus are up-to-date, in good condition, and meet students' assignment needs.						
Differences among How Long Worked at Hartnell			3-5 Years	6-10 Years		
			78%	55%		
57. Percent of employees who strongly agree or mostly agree that the library's holdings are adequate in terms of current quality, depth of coverage and variety for books.						
Differences among Employee Groups		Classified	Part-Time Faculty	Managers		
		65%	56%	14%		

[1] Significantly Different = average of each subgroup in Group A is statistically significant (p=.001) and more than 0.5 points higher than average of each subgroup in Group B.

[2] Question number references questionnaire.

Table 5. 1999 Accreditation Employee Survey Responses for Subgroups Having Significantly Different Responses [1] (continued)

Question [2]	Group A Significantly Higher than Group B [1]					
	Group A			Group B		
61. Percent of employees who strongly agree or mostly agree that the library selects, acquires, organizes, and maintains an adequate and current collection of books to support the institution's educational programs.						
Differences among Employee Groups			Part-Time Faculty	Managers		
			63%	14%		
Differences among Employment Statuses			Temporary	Permanent		
			66%	45%		
70. Percent of employees who strongly agree or mostly agree that the general college climate is respectful and responsive to a diverse educational and cultural campus environment.						
Differences among Employee Groups		Part-Time Faculty	Classified	Full-Time Faculty		
		83%	75%	55%		
Differences among Employment Statuses			Temporary	Permanent		
			82%	63%		
Differences among How Long Worked at Hartnell		Less than 1 Year	1-2 Years	More than 10 Years	6-10 Years	
		90%	80%	61%	59%	
71. Percent of employees who strongly agree or mostly agree that college employees are actively working to make multiculturalism a reality on campus.						
Differences among Employee Groups			Part-Time Faculty	Full-Time Faculty		
			78%	59%		
Differences among How Long Worked at Hartnell			Less than 1 Year	6-10 Years		
			78%	63%		

[1] Significantly Different = average of each subgroup in Group A is statistically significant (p=.001) and more than 0.5 points higher than average of each subgroup in Group B.

[2] Question number references questionnaire.

Table 5. 1999 Accreditation Employee Survey Responses for Subgroups Having Significantly Different Responses [1] (continued)

Question [2]	Group A Significantly Higher than Group B [1]					
	Group A			Group B		
72. Percent of employees who strongly agree or mostly agree that the number of staff and faculty who are qualified by appropriate education, training and experience is sufficient to support programs offered by the college.						
Differences among How Long Worked at Hartnell			Less than 1 Year	6-10 Years		
			78%	47%		
77. Percent of employees who strongly agree or mostly agree that the faculty exercise a substantial voice in matters related to educational programs, the hiring of faculty and other personnel, and institutional policies.						
Differences among Employee Groups			Managers	Part-Time Faculty	Full-Time Faculty	
			76%	43%	37%	
78. Percent of employees who strongly agree or mostly agree that College buildings and facilities provide a healthy working environment.						
Differences among Employee Groups			Part-Time Faculty	Classified		
			64%	47%		
Differences among Employment Statuses			Temporary	Permanent		
			64%	49%		
81. Percent of employees who strongly agree or mostly agree that classrooms are of adequate size for instruction and programs.						
Differences among Employment Statuses			Temporary	Permanent		
			65%	49%		
83. Percent of employees who strongly agree or mostly agree that parking lots are well-lighted and secure.						
Differences among Ethnic Groups			White	Filipino		
			60%	14%		

[1] Significantly Different = average of each subgroup in Group A is statistically significant (p=.001) and more than 0.5 points higher than average of each subgroup in Group B.

[2] Question number references questionnaire.

Table 5. 1999 Accreditation Employee Survey Responses for Subgroups Having Significantly Different Responses [1] (continued)

Question [2]	Group A Significantly Higher than Group B [1]					
	Group A			Group B		
84. Percent of employees who strongly agree or mostly agree that the amount of parking space is adequate on the campus.						
Differences among Employee Groups			Part-Time Faculty	Classified		
			37%	12%		
Differences among Employment Statuses			Temporary	Permanent		
			36%	16%		
85. Percent of employees who strongly agree or mostly agree that the college strives to support innovation/expansion in its programs.						
Differences among Employee Groups		Managers	Part-Time Faculty	Full-Time Faculty		
		69%	57%	44%		
Differences among How Long Worked at Hartnell			Less than 1 Year	6-10 Years	More than 10 Years	
			75%	50%	44%	
86. Percent of employees who strongly agree or mostly agree that the college budget reflects college priorities and planning goals.						
Differences among Employee Groups		Part-Time Faculty	Classified	Full-Time Faculty		
		57%	46%	26%		
Differences among Employment Statuses			Temporary	Permanent		
			56%	34%		
Differences among How Long Worked at Hartnell		Less than 1 Year	1-2 Years	More than 10 Years	6-10 Years	
		75%	65%	29%	20%	

[1] Significantly Different = average of each subgroup in Group A is statistically significant (p=.001) and more than 0.5 points higher than average of each subgroup in Group B.

[2] Question number references questionnaire.

Table 5. 1999 Accreditation Employee Survey Responses for Subgroups Having Significantly Different Responses [1] (continued)

Question [2]	Group A Significantly Higher than Group B [1]					
	Group A			Group B		
88. Percent of employees who strongly agree or mostly agree that the organization for administering HC's budget and finances is clearly defined.						
Differences among Employee Groups		Part-Time Faculty	Classified	Full-Time Faculty		
		43%	34%	20%		
Differences among Employment Statuses			Temporary	Permanent		
			40%	26%		
90. Percent of employees who strongly agree or mostly agree that the college's overall use of financial resources is consistent with its educational goals.						
Differences among Employee Groups	Part-Time Faculty	Classified	Managers	Full-Time Faculty		
	56%	56%	52%	27%		
Differences among Employment Statuses			Temporary	Permanent		
			56%	40%		
91. Percent of employees who strongly agree or mostly agree that college guidelines and processes for financial planning and budget development are clearly defined and followed.						
Differences among Employee Groups		Part-Time Faculty	Classified	Full-Time Faculty		
		58%	54%	22%		
Differences among Employment Statuses			Temporary	Permanent		
			59%	33%		

[1] Significantly Different = average of each subgroup in Group A is statistically significant (p=.001) and more than 0.5 points higher than average of each subgroup in Group B.

[2] Question number references questionnaire.

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Table 5. 1999 Accreditation Employee Survey Responses for Subgroups Having Significantly Different Responses [1] (continued)

Question [2]	Group A Significantly Higher than Group B [1]					
	Group A			Group B		
92. Percent of employees who strongly agree or mostly agree that the Board of Trustees has performed responsibly in overseeing the financial soundness of the district.						
Differences among Employee Groups		Classified	Part-Time Faculty	Full-Time Faculty		
		56%	52%	29%		
Differences among Employment Statuses			Temporary	Permanent		
			52%	40%		
93. Percent of employees who strongly agree or mostly agree that they have a substantive role in college governance and policy-making that relate to their areas of responsibility and expertise.						
Differences among Employee Groups			Managers	Full-Time Faculty	Part-Time Faculty	
			68%	32%	25%	
94. Percent of employees who strongly agree or mostly agree that the Hartnell Board of Trustees makes responsible decisions and takes responsible actions that support and promote the missions and functions of the college.						
Differences among Employee Groups		Classified	Part-Time Faculty	Full-Time Faculty		
		58%	50%	23%		
95. Percent of employees who strongly agree or mostly agree that the Administration supports and uses a decision-making process which involves the persons who will be affected.						
Differences among Employee Groups			Managers	Full-Time Faculty		
			64%	32%		

[1] Significantly Different = average of each subgroup in Group A is statistically significant (p=.001) and more than 0.5 points higher than average of each subgroup in Group B.

[2] Question number references questionnaire.

Table 5. 1999 Accreditation Employee Survey Responses for Subgroups Having Significantly Different Responses [1] (continued)

Question [2]	Group A Significantly Higher than Group B [1]					
	Group A			Group B		
96. Percent of employees who strongly agree or mostly agree that the Administration provides effective and efficient leadership and management which supports the college's mission.						
Differences among Employee Groups	Managers	Part-Time Faculty	Classified	Full-Time Faculty		
	77%	66%	59%	37%		
Differences among Employment Statuses			Temporary	Permanent		
			70%	48%		
Differences among How Long Worked at Hartnell		Less than 1 Year	1-2 Years	6-10 Years	More than 10 Years	
		75%	72%	46%	43%	
97. Percent of employees who strongly agree or mostly agree that the Administration provides effective leadership to define goals, develop plans and establish priorities for the institution.						
Differences among Employee Groups	Part-Time Faculty	Managers	Classified	Full-Time Faculty		
	67%	66%	58%	37%		
Differences among Employment Statuses			Temporary	Permanent		
			70%	46%		
Differences among How Long Worked at Hartnell		Less than 1 Year	1-2 Years	6-10 Years	More than 10 Years	
		70%	68%	45%	44%	

[1] Significantly Different = average of each subgroup in Group A is statistically significant (p=.001) and more than 0.5 points higher than average of each subgroup in Group B.

[2] Question number references questionnaire.

Table 5. 1999 Accreditation Employee Survey Responses for Subgroups Having Significantly Different Responses [1] (continued)

Question [2]	Group A Significantly Higher than Group B [1]					
	Group A			Group B		
98. Percent of employees who strongly agree or mostly agree that the administration has established and utilizes effective methods of communication to exchange information in a timely and efficient manner.						
Differences among Employee Groups		Managers	Part-Time Faculty	Full-Time Faculty		
		66%	64%	34%		
Differences among Employment Statuses			Temporary	Permanent		
			66%	40%		
Differences among How Long Worked at Hartnell			Less than 1 Year	6-10 Years	More than 10 Years	
			70%	41%	38%	
99. Percent of employees who assess the campus climate/environment at HC for employees as excellent or very good.						
Differences among Employee Groups	Part-Time Faculty	Managers	Classified	Full-Time Faculty		
	62%	57%	46%	27%		
Differences among Employment Statuses			Temporary	Permanent		
			66%	40%		
Differences among How Long Worked at Hartnell		Less than 1 Year	1-2 Years	More than 10 Years	6-10 Years	
		69%	67%	42%	28%	
100. Percent of employees who believe HC's effectiveness in promoting employee diversity is excellent or very good.						
Differences among How Long Worked at Hartnell			Less than 1 Year	6-10 Years		
			68%	37%		
101. Percent of employees who assess the overall campus climate/environment at HC for students as excellent or very good.						
Differences among Employee Groups			Part-Time Faculty	Full-Time Faculty		
			66%	44%		

[1] Significantly Different = average of each subgroup in Group A is statistically significant (p=.001) and more than 0.5 points higher than average of each subgroup in Group B.

[2] Question number references questionnaire.

Table 6.

Responses by Employee Group

Table 6A. 1999 Accreditation Employee Survey
Responses by Employee Group
for Standard 1: Institutional Mission

Question [1]	Faculty [2] Full-time		Faculty [2] Part-time		Classified Staff		Managers		Total Employees	
	N	%	N	%	N	%	N	%	N	%
Total Respondents	103	100%	139	100%	74	100%	26	100%	358	100%
1. I am personally treated with respect at this college.										
Strongly Agree	26	25%	67	52%	17	23%	11	42%	129	37%
Mostly Agree	38	37%	52	40%	44	59%	14	54%	151	44%
Slightly Agree	12	12%	7	5%	6	8%	0	0%	28	8%
Slightly Disagree	7	7%	3	2%	2	3%	0	0%	12	3%
Mostly Disagree	11	11%	0	0%	0	0%	0	0%	12	3%
Strongly Disagree	9	9%	0	0%	5	7%	1	4%	15	4%
Typical (Median[3]) Response	Mostly Agree		Strongly Agree		Mostly Agree		Mostly Agree		Mostly Agree	
2. Staff are concerned about student academic success.										
Strongly Agree	33	33%	64	48%	26	36%	10	38%	138	40%
Mostly Agree	55	54%	53	40%	36	49%	14	54%	167	48%
Slightly Agree	5	5%	14	11%	7	10%	0	0%	27	8%
Slightly Disagree	3	3%	1	1%	2	3%	1	4%	7	2%
Mostly Disagree	5	5%	0	0%	1	1%	1	4%	7	2%
Strongly Disagree	0	0%	0	0%	1	1%	0	0%	1	0%
Typical (Median[3]) Response	Mostly Agree		Mostly Agree		Mostly Agree		Mostly Agree		Mostly Agree	
3. Hartnell College (HC) is committed to high standards of teaching.										
Strongly Agree	25	25%	51	39%	26	36%	8	31%	116	34%
Mostly Agree	46	46%	55	42%	33	45%	12	46%	153	44%
Slightly Agree	19	19%	19	15%	11	15%	4	15%	55	16%
Slightly Disagree	2	2%	5	4%	0	0%	1	4%	8	2%
Mostly Disagree	7	7%	1	1%	1	1%	1	4%	10	3%
Strongly Disagree	1	1%	0	0%	2	3%	0	0%	3	1%
Typical (Median[3]) Response	Mostly Agree		Mostly Agree		Mostly Agree		Mostly Agree		Mostly Agree	

Note: Percentages may not sum to 100% due to rounding.

[1] Question number references questionnaire.

[2] Some part-time faculty may have misidentified themselves as being full-time (permanent).

[3] One-half of responses are below and one-half of responses are above.

Table 6A. 1999 Accreditation Employee Survey Responses by Employee Group for Standard 1: Institutional Mission (continued)

Question [1]	Faculty [2] Full-time N	Faculty [2] Full-time %	Faculty [2] Part-time N	Faculty [2] Part-time %	Classified Staff N	Classified Staff %	Managers N	Managers %	Total Employees N	Total Employees %
4. Classified staff make an extra effort to assist students, faculty and other staff.										
Strongly Agree	35	36%	49	40%	33	45%	8	33%	130	39%
Mostly Agree	46	47%	58	48%	32	44%	15	63%	160	48%
Slightly Agree	10	10%	10	8%	5	7%	0	0%	26	8%
Slightly Disagree	4	4%	3	2%	2	3%	0	0%	9	3%
Mostly Disagree	2	2%	0	0%	1	1%	1	4%	4	1%
Strongly Disagree	0	0%	1	1%	0	0%	0	0%	1	0%
Typical (Median[3]) Response	Mostly Agree		Mostly Agree		Mostly Agree		Mostly Agree		Mostly Agree	
6. The programs and services of HC provide fair and ethical treatment of its entire population.										
Strongly Agree	19	20%	41	38%	18	27%	8	32%	92	30%
Mostly Agree	43	44%	52	48%	32	48%	11	44%	144	46%
Slightly Agree	16	16%	13	12%	10	15%	2	8%	42	14%
Slightly Disagree	7	7%	3	3%	3	4%	3	12%	16	5%
Mostly Disagree	8	8%	0	0%	1	1%	0	0%	9	3%
Strongly Disagree	4	4%	0	0%	3	4%	1	4%	8	3%
Typical (Median[3]) Response	Mostly Agree		Mostly Agree		Mostly Agree		Mostly Agree		Mostly Agree	
7. Employees promote the development of a diverse educational and cultural campus environment.										
Strongly Agree	20	20%	47	37%	20	29%	9	36%	101	30%
Mostly Agree	48	48%	59	46%	33	47%	7	28%	155	46%
Slightly Agree	14	14%	18	14%	13	19%	9	36%	54	16%
Slightly Disagree	10	10%	1	1%	2	3%	0	0%	13	4%
Mostly Disagree	4	4%	2	2%	0	0%	0	0%	6	2%
Strongly Disagree	4	4%	0	0%	2	3%	0	0%	6	2%
Typical (Median[3]) Response	Mostly Agree		Mostly Agree		Mostly Agree		Mostly Agree		Mostly Agree	

Note: Percentages may not sum to 100% due to rounding.

[1] Question number references questionnaire.

[2] Some part-time faculty may have misidentified themselves as being full-time (permanent).

[3] One-half of responses are below and one-half of responses are above.

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Table 6A. 1999 Accreditation Employee Survey Responses by Employee Group for Standard 1: Institutional Mission (continued)

Question [1]	Faculty [2] Full-time N	Faculty [2] Full-time %	Faculty [2] Part-time N	Faculty [2] Part-time %	Classified Staff N	Classified Staff %	Managers N	Managers %	Total Employees N	Total Employees %
8. My senate or representative council has sufficient opportunities to provide input into college decisions.										
Strongly Agree	10	11%	12	18%	12	21%	5	31%	41	17%
Mostly Agree	28	31%	29	43%	24	42%	6	38%	91	38%
Slightly Agree	32	36%	15	22%	15	26%	1	6%	64	26%
Slightly Disagree	9	10%	6	9%	4	7%	1	6%	21	9%
Mostly Disagree	5	6%	4	6%	0	0%	0	0%	11	5%
Strongly Disagree	6	7%	2	3%	2	4%	3	19%	14	6%
Typical (Median[3]) Response	Slightly Agree		Mostly Agree		Mostly Agree		Mostly Agree		Mostly Agree	
9. HC is a facilitator of change for its communities.										
Strongly Agree	14	14%	34	31%	15	23%	7	29%	74	24%
Mostly Agree	36	36%	47	42%	31	48%	7	29%	126	40%
Slightly Agree	24	24%	24	22%	11	17%	7	29%	70	22%
Slightly Disagree	16	16%	2	2%	4	6%	1	4%	23	7%
Mostly Disagree	6	6%	4	4%	2	3%	1	4%	13	4%
Strongly Disagree	4	4%	0	0%	2	3%	1	4%	7	2%
Typical (Median[3]) Response	Mostly Agree		Mostly Agree		Mostly Agree		Mostly Agree		Mostly Agree	
10. HC excels in the recruitment of students.										
Strongly Agree	3	3%	21	22%	11	17%	3	15%	41	14%
Mostly Agree	33	34%	35	36%	24	38%	6	30%	103	36%
Slightly Agree	20	21%	30	31%	20	31%	7	35%	81	28%
Slightly Disagree	25	26%	8	8%	4	6%	3	15%	40	14%
Mostly Disagree	13	13%	1	1%	4	6%	0	0%	18	6%
Strongly Disagree	3	3%	2	2%	1	2%	1	5%	7	2%
Typical (Median[3]) Response	Slightly Agree		Mostly Agree		Mostly Agree		Slightly Agree		Slightly Agree	

Note: Percentages may not sum to 100% due to rounding.

[1] Question number references questionnaire.

[2] Some part-time faculty may have misidentified themselves as being full-time (permanent).

[3] One-half of responses are below and one-half of responses are above.

Table 6A. 1999 Accreditation Employee Survey Responses by Employee Group for Standard 1: Institutional Mission (continued)

Question [1]	Faculty [2] Full-time N	Faculty [2] Full-time %	Faculty [2] Part-time N	Faculty [2] Part-time %	Classified Staff N	Classified Staff %	Managers N	Managers %	Total Employees N	Total Employees %
11. It is important that there is proportional representation of gender and ethnicity between students and college personnel.										
Strongly Agree	35	34%	48	36%	27	38%	8	31%	121	35%
Mostly Agree	29	28%	32	24%	20	28%	7	27%	93	27%
Slightly Agree	20	19%	28	21%	11	15%	6	23%	69	20%
Slightly Disagree	9	9%	6	5%	9	13%	2	8%	26	7%
Mostly Disagree	5	5%	9	7%	3	4%	1	4%	20	6%
Strongly Disagree	5	5%	9	7%	2	3%	2	8%	18	5%
Typical (Median[3]) Response	Mostly Agree		Mostly Agree		Mostly Agree		Mostly Agree		Mostly Agree	
12. Programs and courses are offered in a manner that ensures students the opportunity to complete the entire program as announced in a reasonable amount of time.										
Strongly Agree	19	19%	42	33%	16	23%	3	14%	83	25%
Mostly Agree	36	36%	57	45%	32	46%	13	59%	146	44%
Slightly Agree	23	23%	18	14%	13	19%	5	23%	61	18%
Slightly Disagree	10	10%	6	5%	2	3%	0	0%	18	5%
Mostly Disagree	6	6%	2	2%	2	3%	1	5%	11	3%
Strongly Disagree	5	5%	2	2%	4	6%	0	0%	11	3%
Typical (Median[3]) Response	Mostly Agree		Mostly Agree		Mostly Agree		Mostly Agree		Mostly Agree	
13. HC excels in the retention of students.										
Strongly Agree	6	6%	11	13%	6	10%	1	4%	25	9%
Mostly Agree	29	30%	32	39%	20	33%	3	13%	94	34%
Slightly Agree	23	24%	26	31%	20	33%	12	52%	81	29%
Slightly Disagree	25	26%	9	11%	8	13%	3	13%	46	17%
Mostly Disagree	10	10%	3	4%	3	5%	1	4%	17	6%
Strongly Disagree	4	4%	2	2%	3	5%	3	13%	13	5%
Typical (Median[3]) Response	Slightly Agree		Mostly Agree		Slightly Agree		Slightly Agree		Slightly Agree	

Note: Percentages may not sum to 100% due to rounding.

[1] Question number references questionnaire.

[2] Some part-time faculty may have misidentified themselves as being full-time (permanent).

[3] One-half of responses are below and one-half of responses are above.

Table 6A. 1999 Accreditation Employee Survey Responses by Employee Group for Standard 1: Institutional Mission (continued)

Question [1]	Faculty [2] Full-time N	Faculty [2] Full-time %	Faculty [2] Part-time N	Faculty [2] Part-time %	Classified Staff N	Classified Staff %	Managers N	Managers %	Total Employees N	Total Employees %
14. HC excels in the placement of students.										
Strongly Agree	7	8%	12	16%	6	11%	1	5%	27	11%
Mostly Agree	26	30%	30	39%	17	31%	1	5%	82	33%
Slightly Agree	15	17%	23	30%	17	31%	9	45%	66	26%
Slightly Disagree	18	20%	7	9%	5	9%	4	20%	34	13%
Mostly Disagree	15	17%	5	6%	8	15%	3	15%	32	13%
Strongly Disagree	7	8%	0	0%	2	4%	2	10%	11	4%
Typical (Median[3]) Response	Slightly Agree		Mostly Agree		Slightly Agree		Slightly Agree		Slightly Agree	
15. HC faculty present material fairly and objectively, while distinguishing between fact and opinion.										
Strongly Agree	13	14%	24	26%	11	19%	0	0%	51	19%
Mostly Agree	58	64%	46	51%	28	48%	7	39%	145	54%
Slightly Agree	14	15%	17	19%	9	16%	4	22%	45	17%
Slightly Disagree	4	4%	3	3%	6	10%	1	6%	15	6%
Mostly Disagree	1	1%	0	0%	1	2%	2	11%	4	1%
Strongly Disagree	1	1%	1	1%	3	5%	4	22%	9	3%
Typical (Median[3]) Response	Mostly Agree		Mostly Agree		Mostly Agree		Slightly Agree		Mostly Agree	
28. I have had sufficient opportunity to participate in the planning process at Hartnell College.										
Strongly Agree	15	15%	18	17%	10	16%	10	40%	56	19%
Mostly Agree	35	36%	26	25%	17	28%	8	32%	87	29%
Slightly Agree	19	20%	20	19%	20	33%	3	12%	65	22%
Slightly Disagree	9	9%	10	10%	6	10%	1	4%	29	10%
Mostly Disagree	8	8%	16	15%	4	7%	0	0%	29	10%
Strongly Disagree	11	11%	15	14%	4	7%	3	12%	34	11%
Typical (Median[3]) Response	Mostly Agree		Slightly Agree		Slightly Agree		Mostly Agree		Slightly Agree	

Note: Percentages may not sum to 100% due to rounding.

[1] Question number references questionnaire.

[2] Some part-time faculty may have misidentified themselves as being full-time (permanent).

[3] One-half of responses are below and one-half of responses are above.

Table 6A. 1999 Accreditation Employee Survey Responses by Employee Group for Standard 1: Institutional Mission (continued)

Question [1]	Faculty [2] Full-time N	Faculty [2] Full-time %	Faculty [2] Part-time N	Faculty [2] Part-time %	Classified Staff N	Classified Staff %	Managers N	Managers %	Total Employees N	Total Employees %
30. College-wide and unit planning are linked to resource allocation.										
Strongly Agree	7	9%	10	20%	4	8%	2	10%	24	12%
Mostly Agree	17	22%	26	53%	24	49%	9	43%	78	38%
Slightly Agree	22	28%	4	8%	10	20%	8	38%	48	23%
Slightly Disagree	11	14%	7	14%	6	12%	2	10%	27	13%
Mostly Disagree	10	13%	2	4%	2	4%	0	0%	14	7%
Strongly Disagree	11	14%	0	0%	3	6%	0	0%	15	7%
Typical (Median[3]) Response	Slightly Agree		Mostly Agree		Mostly Agree		Mostly Agree		Slightly Agree	
44. The college has clearly defined processes for reviewing all of its educational programs.										
Strongly Agree	13	15%	21	28%	3	6%	1	5%	39	16%
Mostly Agree	26	31%	26	34%	25	53%	7	33%	88	37%
Slightly Agree	21	25%	18	24%	13	28%	7	33%	63	26%
Slightly Disagree	12	14%	6	8%	3	6%	4	19%	26	11%
Mostly Disagree	9	11%	5	7%	1	2%	1	5%	17	7%
Strongly Disagree	4	5%	0	0%	2	4%	1	5%	7	3%
Typical (Median[3]) Response	Slightly Agree		Mostly Agree		Mostly Agree		Slightly Agree		Mostly Agree	
86. The college budget reflects college priorities and planning goals.										
Strongly Agree	6	7%	16	23%	7	12%	6	26%	37	15%
Mostly Agree	16	19%	24	34%	20	34%	3	13%	63	26%
Slightly Agree	20	23%	16	23%	19	33%	8	35%	66	27%
Slightly Disagree	20	23%	8	11%	5	9%	4	17%	40	16%
Mostly Disagree	9	10%	3	4%	0	0%	2	9%	14	6%
Strongly Disagree	15	17%	3	4%	7	12%	0	0%	26	11%
Typical (Median[3]) Response	Slightly Disagree		Mostly Agree		Slightly Agree		Slightly Agree		Slightly Agree	

Note: Percentages may not sum to 100% due to rounding.

[1] Question number references questionnaire.

[2] Some part-time faculty may have misidentified themselves as being full-time (permanent).

[3] One-half of responses are below and one-half of responses are above.

Table 6A. 1999 Accreditation Employee Survey Responses by Employee Group for Standard 1: Institutional Mission (continued)

Question [1]	Faculty [2] Full-time N	Faculty [2] Full-time %	Faculty [2] Part-time N	Faculty [2] Part-time %	Classified Staff N	Classified Staff %	Managers N	Managers %	Total Employees N	Total Employees %
91. College guidelines and processes for financial planning and budget development are clearly defined and followed.										
Strongly Agree	2	3%	13	26%	3	6%	3	13%	23	11%
Mostly Agree	14	19%	16	32%	23	48%	5	22%	59	29%
Slightly Agree	12	16%	11	22%	15	31%	7	30%	48	24%
Slightly Disagree	11	15%	5	10%	4	8%	5	22%	26	13%
Mostly Disagree	16	22%	5	10%	1	2%	1	4%	24	12%
Strongly Disagree	19	26%	0	0%	2	4%	2	9%	24	12%
Typical (Median[3]) Response	Slightly Disagree		Mostly Agree		Mostly Agree		Slightly Agree		Slightly Agree	

Note: Percentages may not sum to 100% due to rounding.

[1] Question number references questionnaire.

[2] Some part-time faculty may have misidentified themselves as being full-time (permanent).

[3] One-half of responses are below and one-half of responses are above.

Table 6B. 1999 Accreditation Employee Survey Responses by Employee Group for Standard 2: Institutional Integrity

Question [1]	Faculty [2] Full-time N	Faculty [2] Full-time %	Faculty [2] Part-time N	Faculty [2] Part-time %	Classified Staff N	Classified Staff %	Managers N	Managers %	Total Employees N	Total Employees %
Total Respondents	103	100%	139	100%	74	100%	26	100%	358	100%
1. I am personally treated with respect at this college.										
Strongly Agree	26	25%	67	52%	17	23%	11	42%	129	37%
Mostly Agree	38	37%	52	40%	44	59%	14	54%	151	44%
Slightly Agree	12	12%	7	5%	6	8%	0	0%	28	8%
Slightly Disagree	7	7%	3	2%	2	3%	0	0%	12	3%
Mostly Disagree	11	11%	0	0%	0	0%	0	0%	12	3%
Strongly Disagree	9	9%	0	0%	5	7%	1	4%	15	4%
Typical (Median[3]) Response	Mostly Agree		Strongly Agree		Mostly Agree		Mostly Agree		Mostly Agree	
5. HC demonstrates honesty and integrity in its athletic program.										
Strongly Agree	17	28%	15	37%	11	27%	6	38%	53	32%
Mostly Agree	33	54%	19	46%	20	49%	6	38%	82	49%
Slightly Agree	7	11%	7	17%	8	20%	2	13%	25	15%
Slightly Disagree	0	0%	0	0%	1	2%	1	6%	2	1%
Mostly Disagree	2	3%	0	0%	0	0%	1	6%	3	2%
Strongly Disagree	2	3%	0	0%	1	2%	0	0%	3	2%
Typical (Median[3]) Response	Mostly Agree		Mostly Agree		Mostly Agree		Mostly Agree		Mostly Agree	
15. HC faculty present material fairly and objectively while distinguishing between fact and opinion.										
Strongly Agree	13	14%	24	26%	11	19%	0	0%	51	19%
Mostly Agree	58	64%	46	51%	28	48%	7	39%	145	54%
Slightly Agree	14	15%	17	19%	9	16%	4	22%	45	17%
Slightly Disagree	4	4%	3	3%	6	10%	1	6%	15	6%
Mostly Disagree	1	1%	0	0%	1	2%	2	11%	4	1%
Strongly Disagree	1	.1%	1	1%	3	5%	4	22%	9	3%
Typical (Median[3]) Response	Mostly Agree		Mostly Agree		Mostly Agree		Slightly Agree		Mostly Agree	

Note: Percentages may not sum to 100% due to rounding.

[1] Question number references questionnaire.

[2] Some part-time faculty may have misidentified themselves as being full-time (permanent).

[3] One-half of responses are below and one-half of responses are above.

Table 6B. 1999 Accreditation Employee Survey Responses by Employee Group for Standard 2: Institutional Integrity (continued)

Question [1]	Faculty [2] Full-time N	Faculty [2] Full-time %	Faculty [2] Part-time N	Faculty [2] Part-time %	Classified Staff N	Classified Staff %	Managers N	Managers %	Total Employees N	Total Employees %
16. A typical "A" grade given at HC represents excellent student achievement.										
Strongly Agree	18	19%	38	33%	19	29%	2	11%	83	27%
Mostly Agree	51	53%	53	46%	31	47%	9	47%	150	48%
Slightly Agree	15	16%	13	11%	7	11%	2	11%	39	13%
Slightly Disagree	6	6%	8	7%	2	3%	2	11%	18	6%
Mostly Disagree	4	4%	1	1%	3	5%	4	21%	13	4%
Strongly Disagree	2	2%	2	2%	4	6%	0	0%	8	3%
Typical (Median[3]) Response	Mostly Agree		Mostly Agree		Mostly Agree		Mostly Agree		Mostly Agree	
17. Classified staff are treated respectfully by administrators.										
Strongly Agree	12	15%	37	38%	13	18%	3	13%	66	23%
Mostly Agree	33	41%	43	44%	31	43%	18	75%	131	46%
Slightly Agree	16	20%	14	14%	15	21%	1	4%	48	17%
Slightly Disagree	11	14%	0	0%	6	8%	0	0%	18	6%
Mostly Disagree	3	4%	2	2%	2	3%	1	4%	8	3%
Strongly Disagree	5	6%	1	1%	5	7%	1	4%	12	4%
Typical (Median[3]) Response	Mostly Agree		Mostly Agree		Mostly Agree		Mostly Agree		Mostly Agree	
18. Classified staff are treated respectfully by faculty.										
Strongly Agree	23	24%	44	40%	13	18%	2	9%	83	26%
Mostly Agree	52	54%	47	43%	30	41%	10	43%	148	47%
Slightly Agree	17	18%	12	11%	16	22%	4	17%	50	16%
Slightly Disagree	4	4%	4	4%	7	9%	4	17%	21	7%
Mostly Disagree	0	0%	2	2%	2	3%	2	9%	6	2%
Strongly Disagree	0	0%	0	0%	6	8%	1	4%	7	2%
Typical (Median[3]) Response	Mostly Agree		Mostly Agree		Mostly Agree		Mostly Agree		Mostly Agree	

Note: Percentages may not sum to 100% due to rounding.

[1] Question number references questionnaire.

[2] Some part-time faculty may have misidentified themselves as being full-time (permanent).

[3] One-half of responses are below and one-half of responses are above.

Table 6B. 1999 Accreditation Employee Survey Responses by Employee Group for Standard 2: Institutional Integrity (continued)

Question [1]	Faculty [2] Full-time N	Faculty [2] Full-time %	Faculty [2] Part-time N	Faculty [2] Part-time %	Classified Staff N	Classified Staff %	Managers N	Managers %	Total Employees N	Total Employees %
20. HC's administration handles grievances fairly.										
Strongly Agree	5	7%	13	22%	8	16%	7	35%	33	15%
Mostly Agree	14	19%	23	38%	14	27%	9	45%	65	30%
Slightly Agree	18	24%	14	23%	16	31%	1	5%	53	24%
Slightly Disagree	12	16%	6	10%	6	12%	2	10%	26	12%
Mostly Disagree	12	16%	2	3%	2	4%	0	0%	17	8%
Strongly Disagree	14	19%	2	3%	5	10%	1	5%	23	11%
Typical (Median[3]) Response	Slightly Disagree		Mostly Agree		Slightly Agree		Mostly Agree		Slightly Agree	
21. Written policies ensuring fairness are adhered to in employment procedures.										
Strongly Agree	13	15%	31	36%	10	16%	4	19%	59	22%
Mostly Agree	31	37%	33	38%	25	39%	12	57%	106	40%
Slightly Agree	10	12%	12	14%	14	22%	2	10%	40	15%
Slightly Disagree	9	11%	7	8%	5	8%	2	10%	23	9%
Mostly Disagree	9	11%	1	1%	5	8%	0	0%	15	6%
Strongly Disagree	12	14%	3	3%	5	8%	1	5%	22	8%
Typical (Median[3]) Response	Mostly Agree		Mostly Agree		Mostly Agree		Mostly Agree		Mostly Agree	
25. At HC, there is a positive environment in which faculty are treated with respect.										
Strongly Agree	16	16%	46	35%	14	21%	7	29%	85	25%
Mostly Agree	20	20%	45	34%	23	35%	9	38%	103	31%
Slightly Agree	15	15%	20	15%	16	24%	3	13%	58	17%
Slightly Disagree	9	9%	12	9%	3	5%	3	13%	27	8%
Mostly Disagree	17	17%	3	2%	5	8%	1	4%	26	8%
Strongly Disagree	24	24%	5	4%	5	8%	1	4%	37	11%
Typical (Median[3]) Response	Slightly Agree		Mostly Agree		Mostly Agree		Mostly Agree		Mostly Agree	

Note: Percentages may not sum to 100% due to rounding.

[1] Question number references questionnaire.

[2] Some part-time faculty may have misidentified themselves as being full-time (permanent).

[3] One-half of responses are below and one-half of responses are above.

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Table 6B. 1999 Accreditation Employee Survey Responses by Employee Group for Standard 2: Institutional Integrity (continued)

Question [1]	Faculty [2] Full-time N	Faculty [2] Full-time %	Faculty [2] Part-time N	Faculty [2] Part-time %	Classified Staff N	Classified Staff %	Managers N	Managers %	Total Employees N	Total Employees %
26. The integrity of the teaching process is protected at HC.										
Strongly Agree	19	19%	52	42%	15	26%	7	33%	96	30%
Mostly Agree	39	38%	45	36%	22	39%	10	48%	121	38%
Slightly Agree	16	16%	20	16%	11	19%	1	5%	51	16%
Slightly Disagree	18	18%	6	5%	5	9%	0	0%	30	9%
Mostly Disagree	5	5%	1	1%	3	5%	2	10%	13	4%
Strongly Disagree	5	5%	1	1%	1	2%	1	5%	8	3%
Typical (Median[3]) Response	Mostly Agree		Mostly Agree		Mostly Agree		Mostly Agree		Mostly Agree	
27. The college is committed to high standards of teaching.										
Strongly Agree	20	20%	52	40%	18	26%	6	24%	100	30%
Mostly Agree	41	41%	39	30%	30	43%	9	36%	124	37%
Slightly Agree	19	19%	23	18%	15	21%	3	12%	62	18%
Slightly Disagree	9	9%	10	8%	2	3%	3	12%	24	7%
Mostly Disagree	5	5%	6	5%	3	4%	2	8%	18	5%
Strongly Disagree	5	5%	0	0%	2	3%	2	8%	9	3%
Typical (Median[3]) Response	Mostly Agree		Mostly Agree		Mostly Agree		Mostly Agree		Mostly Agree	
29. Information in Hartnell College publications is accurate.										
Strongly Agree	10	11%	39	35%	6	9%	7	32%	65	21%
Mostly Agree	39	42%	48	42%	40	61%	10	45%	139	46%
Slightly Agree	19	21%	17	15%	12	18%	4	18%	56	18%
Slightly Disagree	13	14%	4	4%	6	9%	1	5%	26	9%
Mostly Disagree	7	8%	4	4%	0	0%	0	0%	11	4%
Strongly Disagree	4	4%	1	1%	2	3%	0	0%	8	3%
Typical (Median[3]) Response	Mostly Agree		Mostly Agree		Mostly Agree		Mostly Agree		Mostly Agree	

Note: Percentages may not sum to 100% due to rounding.

[1] Question number references questionnaire.

[2] Some part-time faculty may have misidentified themselves as being full-time (permanent).

[3] One-half of responses are below and one-half of responses are above.

Table 6C. 1999 Accreditation Employee Survey Responses by Employee Group for Standard 3: Institutional Effectiveness

Question [1]	Faculty [2] Full-time		Faculty [2] Part-time		Classified Staff		Managers		Total Employees	
	N	%	N	%	N	%	N	%	N	%
Total Respondents	103	100%	139	100%	74	100%	26	100%	358	100%
19. Hartnell College adequately publicizes the planning process.										
Strongly Agree	10	11%	34	31%	15	23%	6	26%	67	22%
Mostly Agree	35	37%	42	39%	22	34%	5	22%	108	36%
Slightly Agree	29	31%	23	21%	16	25%	6	26%	78	26%
Slightly Disagree	8	8%	5	5%	9	14%	4	17%	26	9%
Mostly Disagree	4	4%	4	4%	0	0%	2	9%	10	3%
Strongly Disagree	9	9%	1	1%	3	5%	0	0%	14	5%
Typical (Median[3]) Response	Slightly Agree		Mostly Agree		Mostly Agree		Slightly Agree		Mostly Agree	
22. HC provides sufficient resources to conduct effective institutional research and program evaluation studies.										
Strongly Agree	13	15%	19	23%	13	23%	1	6%	49	19%
Mostly Agree	28	31%	27	33%	19	34%	8	44%	87	34%
Slightly Agree	21	24%	22	27%	16	29%	5	28%	67	26%
Slightly Disagree	12	13%	7	8%	6	11%	4	22%	29	11%
Mostly Disagree	8	9%	5	6%	1	2%	0	0%	14	5%
Strongly Disagree	7	8%	3	4%	1	2%	0	0%	11	4%
Typical (Median[3]) Response	Slightly Agree		Mostly Agree		Mostly Agree		Mostly Agree		Mostly Agree	
23. Evaluation results from Program and Services Review are used to improve instructional programs and support services.										
Strongly Agree	7	9%	18	25%	8	16%	0	0%	34	15%
Mostly Agree	19	25%	30	42%	20	39%	5	24%	76	33%
Slightly Agree	19	25%	14	20%	15	29%	8	38%	59	26%
Slightly Disagree	11	14%	7	10%	5	10%	5	24%	28	12%
Mostly Disagree	11	14%	1	1%	1	2%	0	0%	15	7%
Strongly Disagree	9	12%	1	1%	2	4%	3	14%	16	7%
Typical (Median[3]) Response	Slightly Agree		Mostly Agree		Mostly Agree		Slightly Agree		Slightly Agree	

Note: Percentages may not sum to 100% due to rounding.

[1] Question number references questionnaire.

[2] Some part-time faculty may have misidentified themselves as being full-time (permanent).

[3] One-half of responses are below and one-half of responses are above.

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Table 6C. 1999 Accreditation Employee Survey Responses by Employee Group for Standard 3: Institutional Effectiveness (continued)

Question [1]	Faculty [2] Full-time N	Faculty [2] Full-time %	Faculty [2] Part-time N	Faculty [2] Part-time %	Classified Staff N	Classified Staff %	Managers N	Managers %	Total Employees N	Total Employees %
24. HC effectively evaluates how well it accomplishes its mission and purposes.										
Strongly Agree	9	10%	22	25%	6	10%	0	0%	40	15%
Mostly Agree	19	22%	32	36%	28	44%	6	29%	87	32%
Slightly Agree	22	26%	25	28%	19	30%	7	33%	75	28%
Slightly Disagree	12	14%	6	7%	7	11%	4	19%	31	11%
Mostly Disagree	12	14%	4	4%	2	3%	2	10%	23	8%
Strongly Disagree	12	14%	0	0%	1	2%	2	10%	15	6%
Typical (Median[3]) Response	Slightly Agree		Mostly Agree		Mostly Agree		Slightly Agree		Slightly Agree	
28. I have had sufficient opportunity to participate in the planning process at HC.										
Strongly Agree	15	15%	18	17%	10	16%	10	40%	56	19%
Mostly Agree	35	36%	26	25%	17	28%	8	32%	87	29%
Slightly Agree	19	20%	20	19%	20	33%	3	12%	65	22%
Slightly Disagree	9	9%	10	10%	6	10%	1	4%	29	10%
Mostly Disagree	8	8%	16	15%	4	7%	0	0%	29	10%
Strongly Disagree	11	11%	15	14%	4	7%	3	12%	34	11%
Typical (Median[3]) Response	Mostly Agree		Slightly Agree		Slightly Agree		Mostly Agree		Slightly Agree	
30. College-wide and unit planning are linked to resource allocation.										
Strongly Agree	7	9%	10	20%	4	8%	2	10%	24	12%
Mostly Agree	17	22%	26	53%	24	49%	9	43%	78	38%
Slightly Agree	22	28%	4	8%	10	20%	8	38%	48	23%
Slightly Disagree	11	14%	7	14%	6	12%	2	10%	27	13%
Mostly Disagree	10	13%	2	4%	2	4%	0	0%	14	7%
Strongly Disagree	11	14%	0	0%	3	6%	0	0%	15	7%
Typical (Median[3]) Response	Slightly Agree		Mostly Agree		Mostly Agree		Mostly Agree		Slightly Agree	

Note: Percentages may not sum to 100% due to rounding.

[1] Question number references questionnaire.

[2] Some part-time faculty may have misidentified themselves as being full-time (permanent).

[3] One-half of responses are below and one-half of responses are above.

Table 6D. 1999 Accreditation Employee Survey Responses by Employee Group for Standard 4: Educational Programs

Question [1]	Faculty [2] Full-time N	Faculty [2] Full-time %	Faculty [2] Part-time N	Faculty [2] Part-time %	Classified Staff N	Classified Staff %	Managers N	Managers %	Total Employees N	Total Employees %
Total Respondents	103	100%	139	100%	74	100%	26	100%	358	100%
12. Programs and courses are offered in a manner that ensures students the opportunity to complete the entire program as announced in a reasonable amount of time.										
Strongly Agree	19	19%	42	33%	16	23%	3	14%	83	25%
Mostly Agree	36	36%	57	45%	32	46%	13	59%	146	44%
Slightly Agree	23	23%	18	14%	13	19%	5	23%	61	18%
Slightly Disagree	10	10%	6	5%	2	3%	0	0%	18	5%
Mostly Disagree	6	6%	2	2%	2	3%	1	5%	11	3%
Strongly Disagree	5	5%	2	2%	4	6%	0	0%	11	3%
Typical (Median[3]) Response	Mostly Agree		Mostly Agree		Mostly Agree		Mostly Agree		Mostly Agree	
29. Information in HC publications is accurate.										
Strongly Agree	10	11%	39	35%	6	9%	7	32%	65	21%
Mostly Agree	39	42%	48	42%	40	61%	10	45%	139	46%
Slightly Agree	19	21%	17	15%	12	18%	4	18%	56	18%
Slightly Disagree	13	14%	4	4%	6	9%	1	5%	26	9%
Mostly Disagree	7	8%	4	4%	0	0%	0	0%	11	4%
Strongly Disagree	4	4%	1	1%	2	3%	0	0%	8	3%
Typical (Median[3]) Response	Mostly Agree		Mostly Agree		Mostly Agree		Mostly Agree		Mostly Agree	
31. The college meets the varied educational needs of its students.										
Strongly Agree	10	10%	27	21%	6	9%	3	13%	49	15%
Mostly Agree	42	43%	66	52%	34	50%	9	39%	160	49%
Slightly Agree	25	26%	23	18%	21	31%	9	39%	78	24%
Slightly Disagree	11	11%	7	6%	3	4%	1	4%	23	7%
Mostly Disagree	4	4%	3	2%	2	3%	1	4%	11	3%
Strongly Disagree	5	5%	0	0%	2	3%	0	0%	7	2%
Typical (Median[3]) Response	Mostly Agree		Mostly Agree		Mostly Agree		Mostly Agree		Mostly Agree	

Note: Percentages may not sum to 100% due to rounding.

[1] Question number references questionnaire.

[2] Some part-time faculty may have misidentified themselves as being full-time (permanent).

[3] One-half of responses are below and one-half of responses are above.

Table 6D. 1999 Accreditation Employee Survey Responses by Employee Group for Standard 4: Educational Programs (continued)

Question [1]	Faculty [2] Full-time N	Faculty [2] Full-time %	Faculty [2] Part-time N	Faculty [2] Part-time %	Classified Staff N	Classified Staff %	Managers N	Managers %	Total Employees N	Total Employees %
32. The general education program is based on a clear philosophy and rationale.										
Strongly Agree	13	13%	38	35%	8	13%	3	14%	64	21%
Mostly Agree	44	45%	43	39%	28	47%	9	43%	131	44%
Slightly Agree	19	20%	24	22%	15	25%	6	29%	67	22%
Slightly Disagree	12	12%	4	4%	3	5%	1	5%	21	7%
Mostly Disagree	4	4%	0	0%	4	7%	1	5%	9	3%
Strongly Disagree	5	5%	1	1%	2	3%	1	5%	9	3%
Typical (Median[3]) Response	Mostly Agree		Mostly Agree		Mostly Agree		Mostly Agree		Mostly Agree	
35. The college's processes of curriculum and program development ensure high quality instructional programs.										
Strongly Agree	14	15%	34	29%	13	21%	2	10%	65	21%
Mostly Agree	42	44%	47	39%	27	43%	7	33%	130	42%
Slightly Agree	16	17%	24	20%	16	25%	5	24%	64	21%
Slightly Disagree	11	12%	11	9%	3	5%	4	19%	29	9%
Mostly Disagree	7	7%	2	2%	1	2%	2	10%	13	4%
Strongly Disagree	5	5%	1	1%	3	5%	1	5%	10	3%
Typical (Median[3]) Response	Mostly Agree		Mostly Agree		Mostly Agree		Slightly Agree		Mostly Agree	
36. The college uses a range of delivery systems and modes of instruction compatible with student needs.										
Strongly Agree	14	15%	35	30%	9	15%	5	21%	65	21%
Mostly Agree	48	51%	57	49%	22	37%	8	33%	144	46%
Slightly Agree	21	22%	15	13%	23	38%	8	33%	69	22%
Slightly Disagree	6	6%	8	7%	3	5%	2	8%	22	7%
Mostly Disagree	3	3%	2	2%	1	2%	1	4%	7	2%
Strongly Disagree	2	2%	0	0%	2	3%	0	0%	4	1%
Typical (Median[3]) Response	Mostly Agree		Mostly Agree		Mostly Agree		Mostly Agree		Mostly Agree	

Note: Percentages may not sum to 100% due to rounding.

[1] Question number references questionnaire.

[2] Some part-time faculty may have misidentified themselves as being full-time (permanent).

[3] One-half of responses are below and one-half of responses are above.

Table 6D. 1999 Accreditation Employee Survey Responses by Employee Group for Standard 4: Educational Programs (continued)

Question [1]	Faculty [2] Full-time N	Faculty [2] Full-time %	Faculty [2] Part-time N	Faculty [2] Part-time %	Classified Staff N	Classified Staff %	Managers N	Managers %	Total Employees N	Total Employees %
38. The institution identifies expected learning outcomes for its degree and certificate programs.										
Strongly Agree	13	15%	29	27%	12	22%	1	5%	58	21%
Mostly Agree	36	41%	51	48%	29	53%	8	38%	127	46%
Slightly Agree	17	20%	19	18%	13	24%	6	29%	58	21%
Slightly Disagree	7	8%	6	6%	0	0%	4	19%	17	6%
Mostly Disagree	5	6%	1	1%	0	0%	1	5%	8	3%
Strongly Disagree	9	10%	0	0%	1	2%	1	5%	11	4%
Typical (Median[3]) Response	Mostly Agree		Mostly Agree		Mostly Agree		Slightly Agree		Mostly Agree	
44. The college has clearly defined processes for reviewing all of its educational programs.										
Strongly Agree	13	14%	21	28%	3	6%	1	5%	39	16%
Mostly Agree	36	38%	26	34%	25	53%	7	33%	88	37%
Slightly Agree	21	22%	18	24%	13	28%	7	33%	63	26%
Slightly Disagree	12	13%	6	8%	3	6%	4	19%	26	11%
Mostly Disagree	9	9%	5	7%	1	2%	1	5%	17	7%
Strongly Disagree	4	4%	0	0%	2	4%	1	5%	7	3%
Typical (Median[3]) Response	Slightly Agree		Mostly Agree		Mostly Agree		Slightly Agree		Mostly Agree	

Note: Percentages may not sum to 100% due to rounding.

[1] Question number references questionnaire.

[2] Some part-time faculty may have misidentified themselves as being full-time (permanent).

[3] One-half of responses are below and one-half of responses are above.

Table 6E. 1999 Accreditation Employee Survey Responses by Employee Group for Standard 5: Student Support and Development

Question [1]	Faculty [2] Full-time N	Faculty [2] Full-time %	Faculty [2] Part-time N	Faculty [2] Part-time %	Classified Staff N	Classified Staff %	Managers N	Managers %	Total Employees N	Total Employees %
Total Respondents	103	100%	139	100%	74	100%	26	100%	358	100%
28. I have had sufficient opportunity to participate in the planning process at HC.										
Strongly Agree	15	15%	18	17%	10	16%	10	40%	56	19%
Mostly Agree	35	36%	26	25%	17	28%	8	32%	87	29%
Slightly Agree	19	20%	20	19%	20	33%	3	12%	65	22%
Slightly Disagree	9	9%	10	10%	6	10%	1	4%	29	10%
Mostly Disagree	8	8%	16	15%	4	7%	0	0%	29	10%
Strongly Disagree	11	11%	15	14%	4	7%	3	12%	34	11%
Typical (Median[3]) Response	Mostly Agree		Slightly Agree		Slightly Agree		Mostly Agree		Slightly Agree	
33. I am aware of HC's articulation agreements with the local high schools.										
Strongly Agree	9	10%	14	17%	8	18%	2	8%	36	14%
Mostly Agree	34	38%	29	35%	16	36%	6	25%	87	35%
Slightly Agree	26	29%	16	19%	7	16%	8	33%	60	24%
Slightly Disagree	3	3%	6	7%	8	18%	5	21%	23	9%
Mostly Disagree	9	10%	11	13%	2	5%	2	8%	25	10%
Strongly Disagree	8	9%	7	8%	3	7%	1	4%	19	8%
Typical (Median[3]) Response	Slightly Agree		Mostly Agree		Mostly Agree		Slightly Agree		Slightly Agree	
34. Gender and ethnic diversity among students is valued at HC.										
Strongly Agree	28	28%	57	44%	24	33%	10	38%	121	35%
Mostly Agree	40	40%	56	43%	38	53%	11	42%	157	46%
Slightly Agree	14	14%	14	11%	6	8%	4	15%	38	11%
Slightly Disagree	11	11%	3	2%	3	4%	0	0%	17	5%
Mostly Disagree	4	4%	0	0%	0	0%	0	0%	4	1%
Strongly Disagree	3	3%	0	0%	1	1%	1	4%	5	1%
Typical (Median[3]) Response	Mostly Agree		Mostly Agree		Mostly Agree		Mostly Agree		Mostly Agree	

Note: Percentages may not sum to 100% due to rounding.

[1] Question number references questionnaire.

[2] Some part-time faculty may have misidentified themselves as being full-time (permanent).

[3] One-half of responses are below and one-half of responses are above.

Table 6E. 1999 Accreditation Employee Survey Responses by Employee Group for Standard 5: Student Support and Development (continued)

Question [1]	Faculty [2]				Classified Staff		Managers		Total Employees	
	Full-time		Part-time							
	N	%	N	%	N	%	N	%	N	%
39. Students from gender and ethnic diverse backgrounds are treated with respect at HC.										
Strongly Agree	27	27%	54	42%	22	32%	8	32%	116	3.%
Mostly Agree	46	46%	58	45%	36	53%	10	40%	158	47%
Slightly Agree	11	11%	15	12%	6	9%	5	20%	38	11%
Slightly Disagree	9	9%	1	1%	1	1%	2	8%	13	4%
Mostly Disagree	2	2%	0	0%	1	1%	0	0%	3	1%
Strongly Disagree	4	4%	0	0%	2	3%	0	0%	6	. 2%
Typical (Median[3]) Response	Mostly Agree		Mostly Agree		Mostly Agree		Mostly Agree		Mostly Agree	
40. The needs of the students are considered when decisions are made to add or delete programs or courses at HC.										
Strongly Agree	8	9%	29	40%	6	9%	5	25%	50	17%
Mostly Agree	34	37%	10	14%	26	41%	9	45%	115	39%
Slightly Agree	17	18%	18	25%	13	20%	4	20%	55	19%
Slightly Disagree	10	11%	8	11%	10	16%	1	5%	32	11%
Mostly Disagree	12	13%	5	7%	4	6%	1	5%	22	7%
Strongly Disagree	12	13%	3	4%	5	8%	0	0%	20	7%
Typical (Median[3]) Response	Slightly Agree		Mostly Agree		Mostly Agree		Mostly Agree		Mostly Agree	
41. HC's off-campus programs are adequate to address the needs of students who would otherwise have difficulty attending on-campus classes.										
Strongly Agree	9	12%	20	23%	9	16%	4	18%	43	17%
Mostly Agree	19	24%	38	44%	16	29%	6	27%	85	34%
Slightly Agree	21	27%	12	14%	15	27%	4	18%	54	21%
Slightly Disagree	10	13%	8	9%	12	21%	6	27%	36	14%
Mostly Disagree	13	17%	8	9%	2	4%	0	0%	23	9%
Strongly Disagree	6	8%	1	1%	2	4%	2	9%	11	4%
Typical (Median[3]) Response	Slightly Agree		Mostly Agree		Slightly Agree		Slightly Agree		Mostly Agree	

Note: Percentages may not sum to 100% due to rounding.

[1] Question number references questionnaire.

[2] Some part-time faculty may have misidentified themselves as being full-time (permanent).

[3] One-half of responses are below and one-half of responses are above.

Table 6E. 1999 Accreditation Employee Survey Responses by Employee Group for Standard 5: Student Support and Development (continued)

Question [1]	Faculty [2] Full-time N	Faculty [2] Full-time %	Faculty [2] Part-time N	Faculty [2] Part-time %	Classified Staff N	Classified Staff %	Managers N	Managers %	Total Employees N	Total Employees %
42. I am aware of HC's articulation agreements with four-year colleges or universities.										
Strongly Agree	16	18%	34	40%	13	25%	7	28%	73	28%
Mostly Agree	35	38%	27	32%	22	43%	8	32%	95	36%
Slightly Agree	26	29%	16	19%	9	18%	7	28%	60	23%
Slightly Disagree	6	7%	2	2%	3	6%	2	8%	14	5%
Mostly Disagree	4	4%	2	2%	0	0%	1	4%	9	3%
Strongly Disagree	4	4%	4	5%	4	8%	0	0%	12	5%
Typical (Median[3]) Response	Mostly Agree		Mostly Agree		Mostly Agree		Mostly Agree		Mostly Agree	
43. There are sufficient knowledgeable HC staff to provide effective student services.										
Strongly Agree	18	19%	37	32%	10	15%	3	12%	71	22%
Mostly Agree	42	44%	53	46%	33	49%	9	36%	145	46%
Slightly Agree	18	19%	19	16%	18	27%	10	40%	66	21%
Slightly Disagree	9	9%	5	4%	3	4%	2	8%	20	6%
Mostly Disagree	6	6%	2	2%	0	0%	0	0%	8	3%
Strongly Disagree	2	2%	0	0%	3	4%	1	4%	6	2%
Typical (Median[3]) Response	Mostly Agree		Mostly Agree		Mostly Agree		Slightly Agree		Mostly Agree	
45. There are sufficient knowledgeable HC staff to provide effective learning resources.										
Strongly Agree	19	20%	40	36%	8	12%	4	19%	74	24%
Mostly Agree	36	38%	45	41%	36	53%	9	43%	133	43%
Slightly Agree	23	24%	16	14%	15	22%	7	33%	63	20%
Slightly Disagree	9	9%	8	7%	6	9%	1	5%	25	8%
Mostly Disagree	4	4%	2	2%	0	0%	0	0%	7	2%
Strongly Disagree	4	4%	0	0%	3	4%	0	0%	7	2%
Typical (Median[3]) Response	Mostly Agree		Mostly Agree		Mostly Agree		Mostly Agree		Mostly Agree	

Note: Percentages may not sum to 100% due to rounding.

[1] Question number references questionnaire.

[2] Some part-time faculty may have misidentified themselves as being full-time (permanent).

[3] One-half of responses are below and one-half of responses are above.

Table 6E. 1999 Accreditation Employee Survey Responses by Employee Group for Standard 5: Student Support and Development (continued)

Question [1]	Faculty [2] Full-time N	Faculty [2] Full-time %	Faculty [2] Part-time N	Faculty [2] Part-time %	Classified Staff N	Classified Staff %	Managers N	Managers %	Total Employees N	Total Employees %
47. HC's policy regarding privacy of information is clearly stated and consistently administered.										
Strongly Agree	23	25%	69	58%	22	36%	5	23%	124	41%
Mostly Agree	37	41%	36	31%	23	38%	10	45%	113	37%
Slightly Agree	17	19%	12	10%	7	11%	2	9%	39	13%
Slightly Disagree	5	5%	1	1%	5	8%	2	9%	13	4%
Mostly Disagree	5	5%	0	0%	2	3%	1	5%	8	3%
Strongly Disagree	4	4%	0	0%	2	3%	2	9%	8	3%
Typical (Median[3]) Response	Mostly Agree		Strongly Agree		Mostly Agree		Mostly Agree		Mostly Agree	

Note: Percentages may not sum to 100% due to rounding.

[1] Question number references questionnaire.

[2] Some part-time faculty may have misidentified themselves as being full-time (permanent).

[3] One-half of responses are below and one-half of responses are above.

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Table 6F. 1999 Accreditation Employee Survey
Responses by Employee Group
for Standard 6: Information and Learning Resources

Question [1]	Faculty [2] Full-time N	Faculty [2] Full-time %	Faculty [2] Part-time N	Faculty [2] Part-time %	Classified Staff N	Classified Staff %	Managers N	Managers %	Total Employees N	Total Employees %
Total Respondents	103	100%	139	100%	74	100%	26	100%	358	100%
46. The HC library has sufficient professionally qualified staff to provide reference and informational assistance and technical support to serve faculty and staff needs.										
Strongly Agree	26	27%	41	37%	19	29%	6	26%	96	31%
Mostly Agree	38	40%	47	43%	32	48%	9	39%	131	42%
Slightly Agree	15	16%	13	12%	9	14%	5	22%	45	15%
Slightly Disagree	6	6%	7	6%	1	2%	1	4%	17	6%
Mostly Disagree	8	8%	1	1%	4	6%	1	4%	14	5%
Strongly Disagree	3	3%	1	1%	1	2%	1	4%	6	2%
Typical (Median[3]) Response	Mostly Agree		Mostly Agree		Mostly Agree		Mostly Agree		Mostly Agree	
51. HC provides adequate training, equipment and network connectivity to access the collections of the library and computer labs.										
Strongly Agree	22	23%	39	36%	17	26%	4	19%	84	28%
Mostly Agree	37	39%	38	36%	26	40%	9	43%	118	39%
Slightly Agree	18	19%	16	15%	13	20%	3	14%	54	18%
Slightly Disagree	8	9%	7	7%	0	0%	3	14%	18	6%
Mostly Disagree	3	3%	3	3%	3	5%	1	5%	10	3%
Strongly Disagree	6	6%	4	4%	6	9%	1	5%	17	6%
Typical (Median[3]) Response	Mostly Agree		Mostly Agree		Mostly Agree		Mostly Agree		Mostly Agree	
52. I have adequate opportunity to recommend items to be added to the library collection.										
Strongly Agree	33	34%	27	28%	7	20%	5	25%	76	29%
Mostly Agree	38	40%	32	33%	12	34%	6	30%	90	35%
Slightly Agree	13	14%	20	21%	3	9%	4	20%	43	17%
Slightly Disagree	5	5%	8	8%	3	9%	2	10%	20	8%
Mostly Disagree	4	4%	2	2%	3	9%	1	5%	10	4%
Strongly Disagree	3	3%	8	8%	7	20%	2	10%	20	8%
Typical (Median[3]) Response	Mostly Agree		Mostly Agree		Mostly Agree		Mostly Agree		Mostly Agree	

Note: Percentages may not sum to 100% due to rounding.

[1] Question number references questionnaire.

[2] Some part-time faculty may have misidentified themselves as being full-time (permanent).

[3] One-half of responses are below and one-half of responses are above.

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Table 6F. 1999 Accreditation Employee Survey Responses by Employee Group for Standard 6: Information and Learning Resources (continued)

Question [1]	Faculty [2] Full-time N	Faculty [2] Full-time %	Faculty [2] Part-time N	Faculty [2] Part-time %	Classified Staff N	Classified Staff %	Managers N	Managers %	Total Employees N	Total Employees %
53. Computer and software on campus are up-to-date, in good condition, and meet students' assignment needs.										
Strongly Agree	28	30%	34	36%	10	18%	5	22%	81	29%
Mostly Agree	32	34%	35	37%	25	45%	11	48%	108	39%
Slightly Agree	18	19%	20	21%	14	25%	2	9%	56	20%
Slightly Disagree	9	10%	3	3%	0	0%	1	4%	15	5%
Mostly Disagree	2	2%	1	1%	3	5%	2	9%	8	3%
Strongly Disagree	4	4%	2	2%	3	5%	2	9%	11	4%
Typical (Median[3]) Response	Mostly Agree		Mostly Agree		Mostly Agree		Mostly Agree		Mostly Agree	
54. The Center for Learning Technologies and Innovation's operating hours provide me with adequate access.										
Strongly Agree	28	32%	33	38%	16	36%	7	37%	88	35%
Mostly Agree	37	42%	40	47%	13	30%	6	32%	101	40%
Slightly Agree	16	18%	9	10%	9	20%	2	11%	39	16%
Slightly Disagree	4	5%	3	3%	1	2%	3	16%	13	5%
Mostly Disagree	3	3%	1	1%	1	2%	1	5%	6	2%
Strongly Disagree	0	0%	0	0%	4	9%	0	0%	4	2%
Typical (Median[3]) Response	Mostly Agree		Mostly Agree		Mostly Agree		Mostly Agree		Mostly Agree	
55. The Hartnell College Library Audio-Visual Department's operating hours are sufficient to support instruction.										
Strongly Agree	28	31%	26	30%	8	18%	4	22%	69	27%
Mostly Agree	42	46%	38	43%	23	52%	6	33%	117	46%
Slightly Agree	12	13%	16	18%	8	18%	5	28%	43	17%
Slightly Disagree	5	5%	6	7%	1	2%	1	6%	14	5%
Mostly Disagree	2	2%	0	0%	1	2%	2	11%	6	2%
Strongly Disagree	2	2%	2	2%	3	7%	0	0%	7	3%
Typical (Median[3]) Response	Mostly Agree		Mostly Agree		Mostly Agree		Mostly Agree		Mostly Agree	

Note: Percentages may not sum to 100% due to rounding.

[1] Question number references questionnaire.

[2] Some part-time faculty may have misidentified themselves as being full-time (permanent).

[3] One-half of responses are below and one-half of responses are above.

Table 6F. 1999 Accreditation Employee Survey Responses by Employee Group for Standard 6: Information and Learning Resources (continued)

Question [1]	Faculty [2] Full-time N	Faculty [2] Full-time %	Faculty [2] Part-time N	Faculty [2] Part-time %	Classified Staff N	Classified Staff %	Managers N	Managers %	Total Employees N	Total Employees %
56. I am aware that materials from other institutions are available for use by HC faculty, staff, and students through inter-library loan or on-site use.										
Strongly Agree	33	36%	44	41%	13	31%	7	35%	99	36%
Mostly Agree	36	40%	34	31%	13	31%	6	30%	95	35%
Slightly Agree	12	13%	10	9%	8	19%	6	30%	37	14%
Slightly Disagree	6	7%	7	6%	2	5%	0	0%	17	6%
Mostly Disagree	1	1%	1	1%	2	5%	0	0%	5	2%
Strongly Disagree	3	3%	12	11%	4	10%	1	5%	21	8%
Typical (Median[3]) Response	Mostly Agree		Mostly Agree		Mostly Agree		Mostly Agree		Mostly Agree	
57. The library's holdings are adequate in terms of current quality, depth of coverage and variety for books.										
Strongly Agree	8	9%	17	16%	9	18%	1	7%	36	13%
Mostly Agree	32	37%	43	40%	24	47%	1	7%	103	38%
Slightly Agree	16	18%	19	18%	10	20%	5	33%	54	20%
Slightly Disagree	13	15%	21	20%	1	2%	2	13%	38	14%
Mostly Disagree	8	9%	4	4%	3	6%	3	20%	18	7%
Strongly Disagree	10	11%	3	3%	4	8%	3	20%	23	8%
Typical (Median[3]) Response	Slightly Agree		Mostly Agree		Mostly Agree		Slightly Disagree		Mostly Agree	
58. The library's holdings are adequate in terms of current quality, depth of coverage and variety for magazines and newspapers.										
Strongly Agree	15	17%	26	25%	10	20%	1	6%	55	20%
Mostly Agree	32	36%	46	43%	25	49%	5	31%	110	40%
Slightly Agree	18	20%	19	18%	10	20%	4	25%	55	20%
Slightly Disagree	12	13%	9	8%	2	4%	2	13%	27	10%
Mostly Disagree	7	8%	5	5%	2	4%	3	19%	18	7%
Strongly Disagree	5	6%	1	1%	2	4%	1	6%	9	3%
Typical (Median[3]) Response	Mostly Agree		Mostly Agree		Mostly Agree		Slightly Agree		Mostly Agree	

Note: Percentages may not sum to 100% due to rounding.

[1] Question number references questionnaire.

[2] Some part-time faculty may have misidentified themselves as being full-time (permanent).

[3] One-half of responses are below and one-half of responses are above.

Table 6F. 1999 Accreditation Employee Survey Responses by Employee Group for Standard 6: Information and Learning Resources (continued)

Question [1]	Faculty [2] Full-time N	Faculty [2] Full-time %	Faculty [2] Part-time N	Faculty [2] Part-time %	Classified Staff N	Classified Staff %	Managers N	Managers %	Total Employees N	Total Employees %
59. The library's holdings are adequate in terms of current quality, depth of coverage and variety for on-line resources.										
Strongly Agree	22	27%	26	27%	14	25%	4	31%	69	27%
Mostly Agree	33	41%	45	47%	25	45%	3	23%	109	43%
Slightly Agree	17	21%	15	16%	11	20%	4	31%	51	20%
Slightly Disagree	7	9%	8	8%	4	7%	0	0%	19	7%
Mostly Disagree	1	1%	1	1%	0	0%	2	15%	4	2%
Strongly Disagree	1	1%	1	1%	2	4%	0	0%	4	2%
Typical (Median[3]) Response	Mostly Agree		Mostly Agree		Mostly Agree		Mostly Agree		Mostly Agree	
60. The library's holdings are adequate in terms of current quality, depth of coverage and variety for media (e.g., videos, CD-ROMs).										
Strongly Agree	16	20%	16	18%	10	20%	2	17%	47	20%
Mostly Agree	28	34%	38	43%	25	51%	3	25%	95	40%
Slightly Agree	18	22%	18	20%	10	20%	3	25%	52	22%
Slightly Disagree	10	12%	14	16%	2	4%	0	0%	27	11%
Mostly Disagree	6	7%	1	1%	0	0%	2	17%	9	4%
Strongly Disagree	4	5%	2	2%	2	4%	2	17%	10	4%
Typical (Median[3]) Response	Mostly Agree		Mostly Agree		Mostly Agree		Slightly Agree		Mostly Agree	
61. The library selects, acquires, organizes, and maintains an adequate and current collection of books to support the institution's educational programs.										
Strongly Agree	12	14%	19	19%	7	15%	1	7%	41	15%
Mostly Agree	28	32%	45	44%	24	50%	1	7%	101	38%
Slightly Agree	21	24%	21	21%	9	19%	6	40%	61	23%
Slightly Disagree	10	11%	11	11%	1	2%	1	7%	25	9%
Mostly Disagree	9	10%	3	3%	4	8%	3	20%	19	7%
Strongly Disagree	8	9%	3	3%	3	6%	3	20%	19	7%
Typical (Median[3]) Response	Slightly Agree		Mostly Agree		Mostly Agree		Slightly Agree		Mostly Agree	

Note: Percentages may not sum to 100% due to rounding.

[1] Question number references questionnaire.

[2] Some part-time faculty may have misidentified themselves as being full-time (permanent).

[3] One-half of responses are below and one-half of responses are above.

Table 6F. 1999 Accreditation Employee Survey Responses by Employee Group for Standard 6: Information and Learning Resources (continued)

Question [1]	Faculty [2] Full-time		Faculty [2] Part-time		Classified Staff		Managers		Total Employees	
	N	%	N	%	N	%	N	%	N	%
62. The library selects, acquires, organizes, and maintains an adequate and current collection of magazines and newspapers to support the institution's educational programs.										
Strongly Agree	16	18%	25	24%	7	15%	2	13%	52	20%
Mostly Agree	34	39%	49	47%	27	56%	4	27%	118	44%
Slightly Agree	20	23%	18	17%	8	17%	3	20%	52	20%
Slightly Disagree	9	10%	8	8%	3	6%	3	20%	24	9%
Mostly Disagree	4	5%	2	2%	1	2%	2	13%	10	4%
Strongly Disagree	5	6%	2	2%	2	4%	1	7%	10	4%
Typical (Median[3]) Response	Mostly Agree		Mostly Agree		Mostly Agree		Slightly Agree		Mostly Agree	
63. The library selects, acquires, organizes, and maintains an adequate and current collection of on-line resources to support the institution's educational programs.										
Strongly Agree	25	31%	26	27%	8	16%	3	23%	66	26%
Mostly Agree	30	37%	45	47%	28	56%	5	38%	112	45%
Slightly Agree	18	22%	18	19%	8	16%	3	23%	50	20%
Slightly Disagree	5	6%	4	4%	4	8%	0	0%	13	5%
Mostly Disagree	2	2%	1	1%	1	2%	2	15%	6	2%
Strongly Disagree	1	1%	1	1%	1	2%	0	0%	3	1%
Typical (Median[3]) Response	Mostly Agree		Mostly Agree		Mostly Agree		Mostly Agree		Mostly Agree	
64. The library selects, acquires, organizes, and maintains an adequate and current collection of media (e.g., videos, CD-ROMs) to support the institution's educational programs.										
Strongly Agree	15	18%	18	20%	8	17%	3	23%	47	20%
Mostly Agree	32	39%	38	43%	27	59%	3	23%	102	43%
Slightly Agree	17	21%	22	25%	8	17%	2	15%	53	22%
Slightly Disagree	8	10%	9	10%	1	2%	1	8%	20	8%
Mostly Disagree	6	7%	1	1%	1	2%	2	15%	10	4%
Strongly Disagree	4	5%	1	1%	1	2%	2	15%	8	3%
Typical (Median[3]) Response	Mostly Agree		Mostly Agree		Mostly Agree		Slightly Agree		Mostly Agree	

Note: Percentages may not sum to 100% due to rounding.

[1] Question number references questionnaire.

[2] Some part-time faculty may have misidentified themselves as being full-time (permanent).

[3] One-half of responses are below and one-half of responses are above.

Table 6F. 1999 Accreditation Employee Survey Responses by Employee Group for Standard 6: Information and Learning Resources (continued)

Question [1]	Faculty [2]				Classified Staff		Managers		Total Employees	
	Full-time		Part-time							
	N	%	N	%	N	%	N	%	N	%
65. The computer labs' software and network configurations provide me with adequate access to the applications I need to support my courses.										
Strongly Agree	19	23%	56	46%	36	57%	14	64%	130	43%
Mostly Agree	6	7%	6	5%	1	2%	1	5%	14	5%
Slightly Agree	6	7%	5	4%	0	0%	0	0%	11	4%
Slightly Disagree	7	8%	3	2%	3	5%	0	0%	15	5%
Mostly Disagree	17	20%	14	11%	3	5%	2	9%	38	13%
Strongly Disagree	28	34%	39	32%	20	32%	5	23%	96	32%
Typical (Median[3]) Response	Mostly Disagree		Mostly Agree		Strongly Agree		Strongly Agree		Slightly Agree	

Note: Percentages may not sum to 100% due to rounding.

[1] Question number references questionnaire.

[2] Some part-time faculty may have misidentified themselves as being full-time (permanent).

[3] One-half of responses are below and one-half of responses are above.

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Table 6G. 1999 Accreditation Employee Survey Responses by Employee Group for Standard 7: Faculty and Staff

Question [1]	Faculty [2] Full-time		Faculty [2] Part-time		Classified Staff		Managers		Total Employees	
	N	%	N	%	N	%	N	%	N	%
Total Respondents	103	100%	139	100%	74	100%	26	100%	358	100%
37. The evaluation of each category of staff is systematic and conducted at stated intervals.										
Strongly Agree	8	10%	13	15%	4	9%	4	19%	31	13%
Mostly Agree	35	44%	34	39%	20	43%	9	43%	101	41%
Slightly Agree	18	23%	7	8%	14	30%	3	14%	44	18%
Slightly Disagree	10	13%	10	11%	6	13%	4	19%	30	12%
Mostly Disagree	3	4%	12	14%	1	2%	0	0%	17	7%
Strongly Disagree	6	8%	12	14%	2	4%	1	5%	22	9%
Typical (Median[3]) Response	Mostly Agree		Mostly Agree		Mostly Agree		Mostly Agree		Mostly Agree	
48. I am aware of how I can obtain and review personnel policies and procedures.										
Strongly Agree	27	29%	49	40%	19	30%	8	32%	107	34%
Mostly Agree	28	30%	44	36%	24	38%	9	36%	107	34%
Slightly Agree	18	19%	18	15%	11	17%	6	24%	58	18%
Slightly Disagree	10	11%	6	5%	1	2%	1	4%	20	6%
Mostly Disagree	7	7%	3	2%	3	5%	0	0%	14	4%
Strongly Disagree	4	4%	2	2%	6	9%	1	4%	13	4%
Typical (Median[3]) Response	Mostly Agree		Mostly Agree		Mostly Agree		Mostly Agree		Mostly Agree	
49. I am satisfied that personnel records are kept confidential.										
Strongly Agree	25	28%	56	50%	30	44%	9	39%	125	41%
Mostly Agree	31	34%	42	38%	22	32%	10	43%	108	35%
Slightly Agree	13	14%	11	10%	6	9%	3	13%	36	12%
Slightly Disagree	7	8%	2	2%	3	4%	1	4%	14	5%
Mostly Disagree	4	4%	1	1%	4	6%	0	0%	9	3%
Strongly Disagree	10	11%	0	0%	3	4%	0	0%	13	4%
Typical (Median[3]) Response	Mostly Agree		Strongly Agree		Mostly Agree		Mostly Agree		Mostly Agree	

Note: Percentages may not sum to 100% due to rounding.

[1] Question number references questionnaire.

[2] Some part-time faculty may have misidentified themselves as being full-time (permanent).

[3] One-half of responses are below and one-half of responses are above.

Table 6G. 1999 Accreditation Employee Survey Responses by Employee Group for Standard 7: Faculty and Staff (continued)

Question [1]	Faculty [2] Full-time N	Faculty [2] Full-time %	Faculty [2] Part-time N	Faculty [2] Part-time %	Classified Staff N	Classified Staff %	Managers N	Managers %	Total Employees N	Total Employees %
50. I am satisfied with the college hiring process for my constituent group.										
Strongly Agree	18	19%	37	29%	18	27%	11	44%	89	27%
Mostly Agree	28	29%	43	34%	24	36%	10	40%	107	33%
Slightly Agree	11	11%	17	13%	5	7%	1	4%	36	11%
Slightly Disagree	16	17%	12	9%	7	10%	2	8%	38	12%
Mostly Disagree	9	9%	3	2%	6	9%	0	0%	18	6%
Strongly Disagree	14	15%	15	12%	7	10%	1	4%	39	12%
Typical (Median[3]) Response	Slightly Agree		Mostly Agree		Mostly Agree		Mostly Agree		Mostly Agree	
66. The college adequately provides me with sufficient staff development opportunities to attend professional conferences.										
Strongly Agree	18	18%	15	15%	11	20%	7	29%	53	18%
Mostly Agree	37	37%	23	24%	17	31%	7	29%	85	30%
Slightly Agree	14	14%	12	12%	15	27%	6	25%	53	18%
Slightly Disagree	12	12%	13	13%	3	5%	0	0%	29	10%
Mostly Disagree	10	10%	11	11%	5	9%	3	13%	29	10%
Strongly Disagree	8	8%	23	24%	4	7%	1	4%	39	14%
Typical (Median[3]) Response	Mostly Agree		Slightly Agree		Mostly Agree		Mostly Agree		Slightly Agree	
67. The college adequately distributes information about opportunities to learn new instructional approaches.										
Strongly Agree	16	16%	17	16%	7	15%	3	17%	45	16%
Mostly Agree	40	40%	31	29%	25	53%	5	28%	106	37%
Slightly Agree	21	21%	21	19%	10	21%	7	39%	64	22%
Slightly Disagree	11	11%	16	15%	2	4%	1	6%	31	11%
Mostly Disagree	8	8%	10	9%	1	2%	1	6%	21	7%
Strongly Disagree	3	3%	13	12%	2	4%	1	6%	19	7%
Typical (Median[3]) Response	Mostly Agree		Slightly Agree		Mostly Agree		Slightly Agree		Mostly Agree	

Note: Percentages may not sum to 100% due to rounding.

[1] Question number references questionnaire.

[2] Some part-time faculty may have misidentified themselves as being full-time (permanent).

[3] One-half of responses are below and one-half of responses are above.

Table 6G. 1999 Accreditation Employee Survey Responses by Employee Group for Standard 7: Faculty and Staff (continued)

Question [1]	Faculty [2] Full-time N	Faculty [2] Full-time %	Faculty [2] Part-time N	Faculty [2] Part-time %	Classified Staff N	Classified Staff %	Managers N	Managers %	Total Employees N	Total Employees %
68. My immediate supervisor encourages and supports my participation in professional development activities.										
Strongly Agree	38	38%	40	36%	31	48%	10	42%	123	39%
Mostly Agree	29	29%	27	24%	17	26%	8	33%	85	27%
Slightly Agree	12	12%	14	13%	7	11%	4	17%	39	13%
Slightly Disagree	6	6%	8	7%	4	6%	0	0%	18	6%
Mostly Disagree	6	6%	7	6%	3	5%	0	0%	18	6%
Strongly Disagree	8	8%	15	14%	3	5%	2	8%	29	9%
Typical (Median[3]) Response	Mostly Agree		Mostly Agree		Mostly Agree		Mostly Agree		Mostly Agree	
69. The Tenure Review Committee process is effective in making recommendations for tenure.										
Strongly Agree	11	19%	4	19%	3	16%	2	25%	21	19%
Mostly Agree	19	33%	9	43%	9	47%	2	25%	40	36%
Slightly Agree	11	19%	3	14%	6	32%	1	13%	26	23%
Slightly Disagree	7	12%	0	0%	1	5%	1	13%	9	8%
Mostly Disagree	5	9%	1	5%	0	0%	0	0%	6	5%
Strongly Disagree	4	7%	4	19%	0	0%	2	25%	10	9%
Typical (Median[3]) Response	Mostly Agree		Mostly Agree		Mostly Agree		Mostly Agree		Mostly Agree	
70. The general college climate is respectful and responsive to a diverse educational and cultural campus environment.										
Strongly Agree	18	18%	47	37%	20	28%	6	23%	96	28%
Mostly Agree	36	37%	59	46%	34	47%	10	38%	147	43%
Slightly Agree	16	16%	18	14%	13	18%	7	27%	55	16%
Slightly Disagree	12	12%	4	3%	1	1%	2	8%	19	6%
Mostly Disagree	7	7%	0	0%	1	1%	1	4%	9	3%
Strongly Disagree	9	9%	0	0%	3	4%	0	0%	12	4%
Typical (Median[3]) Response	Mostly Agree		Mostly Agree		Mostly Agree		Mostly Agree		Mostly Agree	

Note: Percentages may not sum to 100% due to rounding.

[1] Question number references questionnaire.

[2] Some part-time faculty may have misidentified themselves as being full-time (permanent).

[3] One-half of responses are below and one-half of responses are above.

Table 6G. 1999 Accreditation Employee Survey Responses by Employee Group for Standard 7: Faculty and Staff (continued)

Question [1]	Faculty [2] Full-time N	Faculty [2] Full-time %	Faculty [2] Part-time N	Faculty [2] Part-time %	Classified Staff N	Classified Staff %	Managers N	Managers %	Total Employees N	Total Employees %
71. I believe college employees are actively working to make multiculturalism a reality on campus.										
Strongly Agree	21	22%	41	34%	18	26%	5	21%	87	27%
Mostly Agree	36	37%	54	44%	33	47%	10	42%	140	43%
Slightly Agree	19	20%	21	17%	15	21%	4	17%	62	19%
Slightly Disagree	8	8%	2	2%	1	1%	3	13%	14	4%
Mostly Disagree	6	6%	3	2%	0	0%	0	0%	9	3%
Strongly Disagree	7	7%	1	1%	3	4%	2	8%	14	4%
Typical (Median [3]) Response	Mostly Agree		Mostly Agree		Mostly Agree		Mostly Agree		Mostly Agree	
72. The number of staff and faculty who are qualified by appropriate education, training and experience is sufficient to support the programs offered by the college.										
Strongly Agree	21	22%	32	30%	8	13%	3	14%	67	22%
Mostly Agree	34	35%	45	42%	30	48%	13	59%	128	43%
Slightly Agree	18	19%	18	17%	19	30%	2	9%	60	20%
Slightly Disagree	14	14%	6	6%	4	6%	1	5%	26	9%
Mostly Disagree	6	6%	1	1%	1	2%	3	14%	11	4%
Strongly Disagree	4	4%	4	4%	1	2%	0	0%	9	3%
Typical (Median [3]) Response	Mostly Agree		Mostly Agree		Mostly Agree		Mostly Agree		Mostly Agree	
73. The planning and evaluation of staff development programs include participation of staff who participate in, or are affected by, the programs.										
Strongly Agree	14	17%	15	21%	7	14%	4	24%	41	18%
Mostly Agree	35	43%	29	41%	25	49%	6	35%	97	43%
Slightly Agree	18	22%	7	10%	11	22%	6	35%	46	20%
Slightly Disagree	7	9%	8	11%	2	4%	1	6%	20	9%
Mostly Disagree	3	4%	3	4%	4	8%	0	0%	10	4%
Strongly Disagree	4	5%	8	11%	2	4%	0	0%	14	6%
Typical (Median [3]) Response	Mostly Agree		Mostly Agree		Mostly Agree		Mostly Agree		Mostly Agree	

Note: Percentages may not sum to 100% due to rounding.

[1] Question number references questionnaire.

[2] Some part-time faculty may have misidentified themselves as being full-time (permanent).

[3] One-half of responses are below and one-half of responses are above.

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Table 6H. 1999 Accreditation Employee Survey Responses by Employee Group for Standard 8: Physical Resources

Question [1]	Faculty [2] Full-time N	Faculty [2] Full-time %	Faculty [2] Part-time N	Faculty [2] Part-time %	Classified Staff N	Classified Staff %	Managers N	Managers %	Total Employees N	Total Employees %
Total Respondents	103	100%	139	100%	74	100%	26	100%	358	100%
78. College buildings and facilities provide a healthy working environment.										
Strongly Agree	12	12%	28	21%	11	15%	4	15%	56	16%
Mostly Agree	41	41%	57	43%	23	32%	8	31%	134	39%
Slightly Agree	24	24%	32	24%	18	25%	4	15%	84	24%
Slightly Disagree	7	7%	9	7%	8	11%	4	15%	29	8%
Mostly Disagree	6	6%	4	3%	3	4%	4	15%	19	6%
Strongly Disagree	10	10%	2	2%	9	13%	2	8%	23	7%
Typical (Median[3]) Response	Mostly Agree		Mostly Agree		Slightly Agree		Slightly Agree		Mostly Agree	
79. I am satisfied with my personal safety and security at the college.										
Strongly Agree	29	29%	44	33%	14	19%	7	28%	95	27%
Mostly Agree	41	41%	63	47%	31	43%	9	36%	152	44%
Slightly Agree	14	14%	18	14%	17	24%	1	4%	54	16%
Slightly Disagree	8	8%	4	3%	1	1%	6	24%	20	6%
Mostly Disagree	4	4%	2	2%	4	6%	1	4%	12	3%
Strongly Disagree	5	5%	2	2%	5	7%	1	4%	13	4%
Typical (Median[3]) Response	Mostly Agree		Mostly Agree		Mostly Agree		Mostly Agree		Mostly Agree	
80. The college grounds are well maintained and manicured.										
Strongly Agree	38	38%	51	37%	31	42%	11	42%	136	39%
Mostly Agree	43	43%	56	41%	27	37%	5	19%	138	39%
Slightly Agree	11	11%	25	18%	8	11%	5	19%	52	15%
Slightly Disagree	4	4%	3	2%	5	7%	5	19%	17	5%
Mostly Disagree	3	3%	0	0%	1	1%	0	0%	4	1%
Strongly Disagree	2	2%	2	1%	1	1%	0	0%	5	1%
Typical (Median[3]) Response	Mostly Agree		Mostly Agree		Mostly Agree		Mostly Agree		Mostly Agree	

Note: Percentages may not sum to 100% due to rounding.

[1] Question number references questionnaire.

[2] Some part-time faculty may have misidentified themselves as being full-time (permanent).

[3] One-half of responses are below and one-half of responses are above.

Table 6H. 1999 Accreditation Employee Survey Responses by Employee Group for Standard 8: Physical Resources (continued)

Question [1]	Faculty [2] Full-time N	Faculty [2] Full-time %	Faculty [2] Part-time N	Faculty [2] Part-time %	Classified Staff N	Classified Staff %	Managers N	Managers %	Total Employees N	Total Employees %
81. Classrooms are of adequate size for instruction and programs.										
Strongly Agree	15	15%	31	25%	7	11%	3	13%	57	18%
Mostly Agree	35	35%	52	41%	26	42%	8	35%	127	39%
Slightly Agree	15	15%	24	19%	14	23%	4	17%	61	19%
Slightly Disagree	17	17%	7	6%	6	10%	4	17%	36	11%
Mostly Disagree	6	6%	4	3%	5	8%	3	13%	20	6%
Strongly Disagree	11	11%	8	6%	4	6%	1	4%	24	7%
Typical (Median[3]) Response	Mostly Agree		Mostly Agree		Mostly Agree		Slightly Agree		Mostly Agree	
82. Laboratories are of adequate size for instruction and programs.										
Strongly Agree	12	15%	24	25%	10	17%	2	10%	49	19%
Mostly Agree	25	31%	37	39%	21	36%	8	40%	93	35%
Slightly Agree	16	20%	19	20%	16	28%	4	20%	59	22%
Slightly Disagree	13	16%	9	9%	6	10%	2	10%	31	12%
Mostly Disagree	8	10%	2	2%	2	3%	2	10%	15	6%
Strongly Disagree	7	9%	5	5%	3	5%	2	10%	17	6%
Typical (Median[3]) Response	Slightly Agree		Mostly Agree		Mostly Agree		Mostly Agree		Mostly Agree	
83. Parking lots are well-lighted and secure.										
Strongly Agree	13	14%	31	23%	8	12%	6	25%	60	18%
Mostly Agree	32	34%	49	37%	26	38%	8	33%	120	36%
Slightly Agree	16	17%	31	23%	17	25%	3	13%	70	21%
Slightly Disagree	17	18%	10	8%	7	10%	6	25%	44	13%
Mostly Disagree	7	7%	6	5%	4	6%	0	0%	18	5%
Strongly Disagree	10	11%	5	4%	7	10%	1	4%	23	7%
Typical (Median[3]) Response	Slightly Agree		Mostly Agree		Slightly Agree		Mostly Agree		Mostly Agree	

Note: Percentages may not sum to 100% due to rounding.

[1] Question number references questionnaire.

[2] Some part-time faculty may have misidentified themselves as being full-time (permanent).

[3] One-half of responses are below and one-half of responses are above.

Table 6H. 1999 Accreditation Employee Survey Responses by Employee Group for Standard 8: Physical Resources (continued)

Question [1]	Faculty [2] Full-time N	Faculty [2] Full-time %	Faculty [2] Part-time N	Faculty [2] Part-time %	Classified Staff N	Classified Staff %	Managers N	Managers %	Total Employees N	Total Employees %
84. The amount of parking space is adequate on the campus.										
Strongly Agree	7	7%	18	14%	1	1%	2	8%	30	9%
Mostly Agree	11	11%	30	23%	8	11%	4	15%	57	17%
Slightly Agree	17	17%	23	17%	17	24%	3	12%	62	18%
Slightly Disagree	19	19%	19	14%	11	16%	5	19%	56	16%
Mostly Disagree	15	15%	22	17%	9	13%	5	19%	53	15%
Strongly Disagree	29	30%	21	16%	24	34%	7	27%	84	25%
Typical (Median[3]) Response	Slightly Disagree		Slightly Agree		Slightly Disagree		Slightly Disagree		Slightly Disagree	
87. I am satisfied with the comfort and attractiveness of the buildings and grounds.										
Strongly Agree	16	16%	35	26%	18	25%	5	19%	78	22%
Mostly Agree	37	37%	58	42%	23	32%	9	35%	132	38%
Slightly Agree	17	17%	23	17%	13	18%	4	15%	60	17%
Slightly Disagree	14	14%	13	9%	8	11%	3	12%	39	11%
Mostly Disagree	7	7%	6	4%	3	4%	5	19%	22	6%
Strongly Disagree	8	8%	2	1%	6	8%	0	0%	16	5%
Typical (Median[3]) Response	Mostly Agree		Mostly Agree		Mostly Agree		Mostly Agree		Mostly Agree	
89. The management, maintenance, cleanliness and operation of the physical facilities is efficient and of a quality necessary to support programs and services.										
Strongly Agree	18	18%	33	27%	13	18%	5	19%	71	21%
Mostly Agree	31	31%	41	33%	21	29%	5	19%	103	31%
Slightly Agree	19	19%	29	24%	24	33%	6	23%	81	24%
Slightly Disagree	18	18%	13	11%	4	6%	5	19%	42	13%
Mostly Disagree	8	8%	3	2%	4	6%	4	15%	21	6%
Strongly Disagree	6	6%	4	3%	6	8%	1	4%	17	5%
Typical (Median[3]) Response	Slightly Agree		Mostly Agree		Slightly Agree		Slightly Agree		Mostly Agree	

Note: Percentages may not sum to 100% due to rounding.

[1] Question number references questionnaire.

[2] Some part-time faculty may have misidentified themselves as being full-time (permanent).

[3] One-half of responses are below and one-half of responses are above.

Table 6I. 1999 Accreditation Employee Survey Responses by Employee Group for Standard 9: Financial Resources

Question [1]	Faculty [2] Full-time		Faculty [2] Part-time		Classified Staff		Managers		Total Employees	
	N	%	N	%	N	%	N	%	N	%
Total Respondents	103	100%	139	100%	74	100%	26	100%	358	100%
85. The college strives to support innovation/ expansion in its programs.										
Strongly Agree	12	13%	32	29%	11	20%	9	39%	68	24%
Mostly Agree	28	31%	31	28%	28	50%	7	30%	96	33%
Slightly Agree	23	26%	32	29%	9	16%	6	26%	74	26%
Slightly Disagree	11	12%	9	8%	5	9%	0	0%	26	9%
Mostly Disagree	9	10%	3	3%	2	4%	1	4%	15	5%
Strongly Disagree	6	7%	2	2%	1	2%	0	0%	9	3%
Typical (Median[3]) Response	Slightly Agree		Mostly Agree		Mostly Agree		Mostly Agree		Mostly Agree	
86. The college budget reflects college priorities and planning goals.										
Strongly Agree	6	7%	16	23%	7	12%	6	26%	37	15%
Mostly Agree	16	19%	24	34%	20	34%	3	13%	63	26%
Slightly Agree	20	23%	16	23%	19	33%	8	35%	66	27%
Slightly Disagree	20	23%	8	11%	5	9%	4	17%	40	16%
Mostly Disagree	9	10%	3	4%	0	0%	2	9%	14	6%
Strongly Disagree	15	17%	3	4%	7	12%	0	0%	26	11%
Typical (Median[3]) Response	Slightly Disagree		Mostly Agree		Slightly Agree		Slightly Agree		Slightly Agree	
88. The organization for administering HC's budget and finances is clearly defined.										
Strongly Agree	4	5%	12	18%	5	9%	4	17%	25	11%
Mostly Agree	12	15%	17	25%	14	25%	4	17%	48	20%
Slightly Agree	10	12%	17	25%	19	34%	6	25%	52	22%
Slightly Disagree	13	16%	12	18%	8	14%	5	21%	43	18%
Mostly Disagree	17	21%	6	9%	4	7%	1	4%	30	13%
Strongly Disagree	26	32%	3	4%	6	11%	4	17%	40	17%
Typical (Median[3]) Response	Mostly Disagree		Slightly Agree		Slightly Agree		Slightly Agree		Slightly Agree	

Note: Percentages may not sum to 100% due to rounding.

[1] Question number references questionnaire.

[2] Some part-time faculty may have misidentified themselves as being full-time (permanent).

[3] One-half of responses are below and one-half of responses are above.

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Table 6I. 1999 Accreditation Employee Survey Responses by Employee Group for Standard 9: Financial Resources (continued)

Question [1]	Faculty [2] Full-time N	Faculty [2] Full-time %	Faculty [2] Part-time N	Faculty [2] Part-time %	Classified Staff N	Classified Staff %	Managers N	Managers %	Total Employees N	Total Employees %
90. The college's overall use of financial resources is consistent with its educational goals.										
Strongly Agree	6	7%	12	17%	6	11%	4	17%	30	12%
Mostly Agree	17	20%	28	39%	25	45%	8	35%	80	33%
Slightly Agree	14	17%	18	25%	15	27%	8	35%	58	24%
Slightly Disagree	11	13%	8	11%	2	4%	2	9%	24	10%
Mostly Disagree	17	20%	3	4%	4	7%	0	0%	24	10%
Strongly Disagree	18	22%	2	3%	3	5%	1	4%	26	11%
Typical (Median[3]) Response	Slightly Disagree		Mostly Agree		Mostly Agree		Mostly Agree		Slightly Agree	
91. College guidelines and processes for financial planning and budget development are clearly defined and followed.										
Strongly Agree	2	3%	13	26%	3	6%	3	13%	23	11%
Mostly Agree	14	19%	16	32%	23	48%	5	22%	59	29%
Slightly Agree	12	16%	11	22%	15	31%	7	30%	48	24%
Slightly Disagree	11	15%	5	10%	4	8%	5	22%	26	13%
Mostly Disagree	16	22%	5	10%	1	2%	1	4%	24	12%
Strongly Disagree	19	26%	0	0%	2	4%	2	9%	24	12%
Typical (Median[3]) Response	Slightly Disagree		Mostly Agree		Mostly Agree		Slightly Agree		Slightly Agree	
92. The Board of Trustees has performed responsibly in overseeing the financial soundness of the district.										
Strongly Agree	6	7%	12	22%	4	9%	4	18%	28	13%
Mostly Agree	18	22%	16	30%	22	47%	7	32%	66	31%
Slightly Agree	11	13%	14	26%	13	28%	4	18%	44	20%
Slightly Disagree	14	17%	8	15%	4	9%	3	14%	29	13%
Mostly Disagree	14	17%	1	2%	1	2%	4	18%	21	10%
Strongly Disagree	20	24%	3	6%	3	6%	0	0%	27	13%
Typical (Median[3]) Response	Slightly Disagree		Mostly Agree		Mostly Agree		Mostly Agree		Slightly Agree	

Note: Percentages may not sum to 100% due to rounding.

[1] Question number references questionnaire.

[2] Some part-time faculty may have misidentified themselves as being full-time (permanent).

[3] One-half of responses are below and one-half of responses are above.

Table 6J. 1999 Accreditation Employee Survey Responses by Employee Group for Standard 10: Governance and Administration

Question [1]	Faculty [2] Full-time N	Faculty [2] Full-time %	Faculty [2] Part-time N	Faculty [2] Part-time %	Classified Staff N	Classified Staff %	Managers N	Managers %	Total Employees N	Total Employees %
Total Respondents	103	100%	139	100%	74	100%	26	100%	358	100%
74. In general, I am aware of the classified staff's role in various governing, planning, budgeting and policy making bodies at the college.										
Strongly Agree	10	12%	10	13%	18	30%	7	30%	47	18%
Mostly Agree	37	43%	28	37%	21	34%	8	35%	98	38%
Slightly Agree	17	20%	18	24%	15	25%	5	22%	58	23%
Slightly Disagree	9	10%	9	12%	6	10%	3	13%	28	11%
Mostly Disagree	8	9%	4	5%	0	0%	0	0%	12	5%
Strongly Disagree	5	6%	7	9%	1	2%	0	0%	14	5%
Typical (Median[3]) Response	Mostly Agree		Mostly Agree		Mostly Agree		Mostly Agree		Mostly Agree	
75. In general, I am aware of the students' role in various governing, planning, budgeting and policy making bodies at the college.										
Strongly Agree	10	12%	8	10%	11	20%	5	22%	35	14%
Mostly Agree	28	33%	27	35%	19	35%	9	39%	88	35%
Slightly Agree	23	27%	20	26%	16	29%	6	26%	67	26%
Slightly Disagree	14	16%	9	12%	6	11%	2	9%	34	13%
Mostly Disagree	7	8%	6	8%	2	4%	1	4%	16	6%
Strongly Disagree	4	5%	8	10%	1	2%	0	0%	14	6%
Typical (Median[3]) Response	Slightly Agree		Slightly Agree		Mostly Agree		Mostly Agree		Slightly Agree	
76. In general, I am aware of the faculty's role in various governing, planning, budgeting and policy making bodies at the college.										
Strongly Agree	21	22%	11	13%	12	21%	8	35%	53	20%
Mostly Agree	42	45%	29	34%	22	39%	7	30%	103	38%
Slightly Agree	18	19%	24	28%	17	30%	5	22%	68	25%
Slightly Disagree	5	5%	12	14%	3	5%	3	13%	25	9%
Mostly Disagree	3	3%	4	5%	1	2%	0	0%	8	3%
Strongly Disagree	5	5%	6	7%	1	2%	0	0%	13	5%
Typical (Median[3]) Response	Mostly Agree		Slightly Agree		Mostly Agree		Mostly Agree		Mostly Agree	

Note: Percentages may not sum to 100% due to rounding.

[1] Question number references questionnaire.

[2] Some part-time faculty may have misidentified themselves as being full-time (permanent).

[3] One-half of responses are below and one-half of responses are above.

Table 6J. 1999 Accreditation Employee Survey Responses by Employee Group for Standard 10: Governance and Administration (continued)

Question [1]	Faculty [2] Full-time N	Faculty [2] Full-time %	Faculty [2] Part-time N	Faculty [2] Part-time %	Classified Staff N	Classified Staff %	Managers N	Managers %	Total Employees N	Total Employees %
77. The faculty exercise a substantial voice in matters related to educational programs, the hiring of faculty and other personnel, and institutional policies.										
Strongly Agree	9	10%	8	10%	4	8%	7	28%	28	11%
Mostly Agree	25	27%	28	33%	21	43%	12	48%	91	35%
Slightly Agree	21	22%	21	25%	16	33%	4	16%	66	25%
Slightly Disagree	13	14%	13	15%	3	6%	2	8%	31	12%
Mostly Disagree	11	12%	5	6%	4	8%	0	0%	21	8%
Strongly Disagree	15	16%	9	11%	1	2%	0	0%	26	10%
Typical (Median[3]) Response	Slightly Agree		Slightly Agree		Mostly Agree		Mostly Agree		Slightly Agree	
93. I have a substantive role in college governance and policy-making that relate to my areas of responsibility and expertise.										
Strongly Agree	6	7%	5	6%	6	13%	10	40%	29	11%
Mostly Agree	23	25%	17	19%	11	24%	7	28%	59	23%
Slightly Agree	19	21%	14	16%	12	26%	4	16%	50	19%
Slightly Disagree	12	13%	10	11%	5	11%	1	4%	29	11%
Mostly Disagree	12	13%	17	19%	4	9%	1	4%	35	13%
Strongly Disagree	20	22%	25	28%	8	17%	2	8%	59	23%
Typical (Median[3]) Response	Slightly Agree		Slightly Disagree		Slightly Agree		Mostly Agree		Slightly Agree	
94. The Hartnell Board of Trustees makes responsible decisions and takes responsible actions that support and promote the missions and functions of the college.										
Strongly Agree	7	8%	16	25%	7	13%	6	27%	38	16%
Mostly Agree	13	15%	16	25%	25	45%	6	27%	63	26%
Slightly Agree	20	23%	15	24%	17	31%	1	5%	57	24%
Slightly Disagree	15	17%	10	16%	0	0%	4	18%	29	12%
Mostly Disagree	10	11%	4	6%	3	5%	3	14%	21	9%
Strongly Disagree	22	25%	2	3%	3	5%	2	9%	30	13%
Typical (Median[3]) Response	Slightly Disagree		Mostly Agree		Mostly Agree		Mostly Agree		Slightly Agree	

Note: Percentages may not sum to 100% due to rounding.

[1] Question number references questionnaire.

[2] Some part-time faculty may have misidentified themselves as being full-time (permanent).

[3] One-half of responses are below and one-half of responses are above.

Table 6J. 1999 Accreditation Employee Survey Responses by Employee Group for Standard 10: Governance and Administration (continued)

Question [1]	Faculty [2] Full-time		Faculty [2] Part-time		Classified Staff		Managers		Total Employees	
	N	%	N	%	N	%	N	%	N	%
95. The Administration supports and uses a decision-making process which involves the persons who will be affected.										
Strongly Agree	5	5%	16	23%	7	11%	8	32%	38	15%
Mostly Agree	25	27%	18	26%	18	27%	8	32%	72	27%
Slightly Agree	18	20%	13	19%	26	39%	4	16%	63	24%
Slightly Disagree	15	16%	13	19%	4	6%	3	12%	37	14%
Mostly Disagree	16	18%	7	10%	5	8%	0	0%	29	11%
Strongly Disagree	12	13%	3	4%	6	9%	2	8%	23	9%
Typical (Median[3]) Response	Slightly Agree		Slightly Agree		Slightly Agree		Mostly Agree		Slightly Agree	
96. The Administration provides effective and efficient leadership and management which supports the college's mission.										
Strongly Agree	7	7%	21	20%	10	15%	9	35%	50	16%
Mostly Agree	29	30%	47	46%	30	44%	11	42%	122	40%
Slightly Agree	24	25%	23	22%	16	24%	4	15%	69	23%
Slightly Disagree	14	14%	7	7%	4	6%	1	4%	26	9%
Mostly Disagree	10	10%	4	4%	4	6%	1	4%	20	7%
Strongly Disagree	13	13%	1	1%	4	6%	0	0%	18	6%
Typical (Median[3]) Response	Slightly Agree		Mostly Agree		Mostly Agree		Mostly Agree		Mostly Agree	
97. The Administration provides effective leadership to define goals, develop plans and establish priorities for the institution.										
Strongly Agree	10	10%	23	22%	12	17%	8	33%	56	18%
Mostly Agree	27	27%	47	45%	29	41%	8	33%	115	37%
Slightly Agree	29	29%	22	21%	18	26%	7	29%	78	25%
Slightly Disagree	9	9%	7	7%	4	6%	0	0%	20	6%
Mostly Disagree	12	12%	4	4%	3	4%	1	4%	21	7%
Strongly Disagree	14	14%	1	1%	4	6%	0	0%	19	6%
Typical (Median[3]) Response	Slightly Agree		Mostly Agree		Mostly Agree		Mostly Agree		Mostly Agree	

Note: Percentages may not sum to 100% due to rounding.

[1] Question number references questionnaire.

[2] Some part-time faculty may have misidentified themselves as being full-time (permanent).

[3] One-half of responses are below and one-half of responses are above.

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Table 6J. 1999 Accreditation Employee Survey Responses by Employee Group for Standard 10: Governance and Administration (continued)

Question [1]	Faculty [2] Full-time N	Faculty [2] Full-time %	Faculty [2] Part-time N	Faculty [2] Part-time %	Classified Staff N	Classified Staff %	Managers N	Managers %	Total Employees N	Total Employees %
98. The Administration has established and utilizes effective methods of communication to exchange information in a timely and efficient manner.										
Strongly Agree	11	11%	27	25%	10	14%	8	31%	58	18%
Mostly Agree	23	23%	43	39%	24	35%	9	35%	103	33%
Slightly Agree	23	23%	21	19%	15	22%	6	23%	69	22%
Slightly Disagree	14	14%	13	12%	8	12%	1	4%	37	12%
Mostly Disagree	16	16%	4	4%	6	9%	2	8%	28	9%
Strongly Disagree	12	12%	2	2%	6	9%	0	0%	20	6%
Typical (Median[3]) Response	Slightly Agree		Mostly Agree		Slightly Agree		Mostly Agree		Mostly Agree	

Note: Percentages may not sum to 100% due to rounding.

[1] Question number references questionnaire.

[2] Some part-time faculty may have misidentified themselves as being full-time (permanent).

[3] One-half of responses are below and one-half of responses are above.

Table 6K. 1999 Accreditation Employee Survey Responses by Employee Group for Miscellaneous Questions

Question [1]	Faculty [2] Full-time N	Faculty [2] Full-time %	Faculty [2] Part-time N	Faculty [2] Part-time %	Classified Staff N	Classified Staff %	Managers N	Managers %	Total Employees N	Total Employees %
Total Respondents	103	100%	139	100%	74	100%	26	100%	358	100%
99. Overall, how would you assess the campus climate/environment at HC for employees?										
Excellent	11	11%	29	22%	6	8%	5	19%	51	15%
Very Good	16	16%	53	40%	27	38%	10	38%	112	33%
Good	18	17%	27	21%	22	31%	6	23%	78	23%
Fair	19	18%	20	15%	11	15%	4	15%	54	16%
Poor	39	38%	2	2%	6	8%	1	4%	49	14%
Typical (Median[3]) Response	Fair		Very Good		Good		Very Good		Good	
100. How effective is HC in promoting employee diversity?										
Excellent	19	19%	23	21%	10	15%	3	13%	57	18%
Very Good	19	19%	47	43%	28	41%	9	38%	109	35%
Good	30	31%	24	22%	19	28%	8	33%	84	27%
Fair	22	22%	14	13%	6	9%	3	13%	45	14%
Poor	8	8%	2	2%	5	7%	1	4%	16	5%
Typical (Median[3]) Response	Good		Very Good		Very Good		Very Good		Very Good	
101. Overall, how would you assess the campus climate/environment at HC for students?										
Excellent	10	10%	27	21%	5	7%	5	22%	48	14%
Very Good	34	34%	59	45%	37	51%	11	48%	151	45%
Good	34	34%	34	26%	22	31%	5	22%	96	28%
Fair	15	15%	9	7%	6	8%	2	9%	32	9%
Poor	8	8%	1	1%	2	3%	0	0%	11	3%
Typical (Median[3]) Response	Good		Very Good		Very Good		Very Good		Very Good	

Note: Percentages may not sum to 100% due to rounding.

[1] Question number references questionnaire.

[2] Some part-time faculty may have misidentified themselves as being full-time (permanent).

[3] One-half of responses are below and one-half of responses are above.

Table 6K. 1999 Accreditation Employee Survey Responses by Employee Group for Miscellaneous Questions (continued)

Question [1]	Faculty [2]				Classified Staff		Managers		Total Employees	
	Full-time		Part-time							
	N	%	N	%	N	%	N	%	N	%
102. How effective is HC in promoting student diversity?										
Excellent	21	21%	32	28%	13	19%	4	17%	72	23%
Very Good	28	29%	48	41%	29	43%	10	42%	121	38%
Good	23	23%	26	22%	16	24%	8	33%	[illegible]	24%
Fair	20	20%	9	8%	6	9%	2	8%	37	12%
Poor	6	6%	1	1%	4	6%	0	0%	11	3%
Typical (Median[3]) Response	Very Good		Very Good		Very Good		Very Good		Very Good	

Note: Percentages may not sum to 100% due to rounding.

[1] Question number references questionnaire.

[2] Some part-time faculty may have misidentified themselves as being full-time (permanent).

[3] One-half of responses are below and one-half of responses are above.

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Table 7.

Responses by Gender

Table 7A. 1999 Accreditation Employee Survey Responses by Gender for Standard 1: Institutional Mission

Question [1]	Men		Women		Total Employees	
	N	%	N	%	N	%
Total Respondents	173	100%	169	100%	358	100%
1. I am personally treated with respect at this college.						
Strongly Agree	57	34%	65	39%	129	37%
Mostly Agree	70	42%	78	47%	151	44%
Slightly Agree	15	9%	11	7%	28	8%
Slightly Disagree	4	2%	8	5%	12	3%
Mostly Disagree	10	6%	2	1%	12	3%
Strongly Disagree	12	7%	1	1%	15	4%
Typical (Median[2]) Response	Mostly Agree		Mostly Agree		Mostly Agree	
2. Staff are concerned about student academic success.						
Strongly Agree	77	46%	55	33%	138	40%
Mostly Agree	73	44%	87	53%	167	48%
Slightly Agree	11	7%	16	10%	27	8%
Slightly Disagree	1	1%	5	3%	7	2%
Mostly Disagree	4	2%	2	1%	7	2%
Strongly Disagree	1	1%	0	0%	1	<1%
Typical (Median[2]) Response	Mostly Agree		Mostly Agree		Mostly Agree	
3. Hartnell College (HC) is committed to high standards of teaching.						
Strongly Agree	66	39%	43	27%	116	34%
Mostly Agree	64	38%	85	52%	153	44%
Slightly Agree	26	15%	27	17%	55	16%
Slightly Disagree	4	2%	3	2%	8	2%
Mostly Disagree	6	4%	4	2%	10	3%
Strongly Disagree	2	1%	0	0%	3	1%
Typical (Median[2]) Response	Mostly Agree		Mostly Agree		Mostly Agree	

Note: Percentages may not sum to 100% due to rounding.

[1] Question number references questionnaire.

[2] One-half of responses are below and one-half of responses are above.

Table 7A. 1999 Accreditation Employee Survey Responses by Gender for Standard 1: Institutional Mission (continued)

Question [1]	Men		Women		Total Employees	
	N	%	N	%	N	%
4. Classified staff make an extra effort to assist students, faculty and other staff.						
Strongly Agree	64	39%	59	39%	130	39%
Mostly Agree	76	46%	78	51%	160	48%
Slightly Agree	16	10%	10	7%	26	8%
Slightly Disagree	5	3%	4	3%	9	3%
Mostly Disagree	3	2%	0	0%	4	1%
Strongly Disagree	0	0%	1	1%	1	<1%
Typical (Median[2]) Response	Mostly Agree		Mostly Agree		Mostly Agree	
6. The programs and services of HC provide fair and ethical treatment of its entire population.						
Strongly Agree	46	29%	42	30%	92	30%
Mostly Agree	73	47%	64	45%	144	46%
Slightly Agree	22	14%	18	13%	42	14%
Slightly Disagree	4	3%	11	8%	16	5%
Mostly Disagree	5	3%	4	3%	9	3%
Strongly Disagree	6	4%	2	1%	8	3%
Typical (Median[2]) Response	Mostly Agree		Mostly Agree		Mostly Agree	
7. Employees promote the development of a diverse educational and cultural campus environment.						
Strongly Agree	59	36%	39	24%	101	30%
Mostly Agree	68	42%	81	51%	155	46%
Slightly Agree	21	13%	30	19%	54	16%
Slightly Disagree	7	4%	6	4%	13	4%
Mostly Disagree	4	2%	2	1%	6	2%
Strongly Disagree	3	2%	2	1%	6	2%
Typical (Median[2]) Response	Mostly Agree		Mostly Agree		Mostly Agree	

Note: Percentages may not sum to 100% due to rounding.

[1] Question number references questionnaire.

[2] One-half of responses are below and one-half of responses are above.

Table 7A. 1999 Accreditation Employee Survey Responses by Gender for Standard 1: Institutional Mission (continued)

Question [1]	Men		Women		Total Employees	
	N	%	N	%	N	%
8. My senate or representative council has sufficient opportunities to provide input into college decisions.						
Strongly Agree	21	17%	18	16%	41	17%
Mostly Agree	41	34%	46	41%	91	38%
Slightly Agree	35	29%	29	26%	64	26%
Slightly Disagree	12	10%	8	7%	21	9%
Mostly Disagree	5	4%	6	5%	11	5%
Strongly Disagree	7	6%	5	4%	14	6%
Typical (Median[2]) Response	Mostly Agree		Mostly Agree		Mostly Agree	
9. HC is a facilitator of change for its communities.						
Strongly Agree	38	24%	31	21%	74	24%
Mostly Agree	62	39%	61	42%	126	40%
Slightly Agree	35	22%	33	23%	70	22%
Slightly Disagree	11	7%	12	8%	23	7%
Mostly Disagree	7	4%	6	4%	13	4%
Strongly Disagree	5	3%	2	1%	7	2%
Typical (Median[2]) Response	Mostly Agree		Mostly Agree		Mostly Agree	
10. HC excels in the recruitment of students.						
Strongly Agree	18	12%	20	15%	41	14%
Mostly Agree	54	36%	47	36%	103	36%
Slightly Agree	41	28%	37	28%	81	28%
Slightly Disagree	23	16%	16	12%	40	14%
Mostly Disagree	7	5%	11	8%	18	6%
Strongly Disagree	5	3%	1	1%	7	2%
Typical (Median[2]) Response	Slightly Agree		Mostly Agree		Slightly Agree	

Note: Percentages may not sum to 100% due to rounding.

[1] Question number references questionnaire.

[2] One-half of responses are below and one-half of responses are above.

Table 7A. 1999 Accreditation Employee Survey Responses by Gender for Standard 1: Institutional Mission (continued)

Question [1]	Men		Women		Total Employees	
	N	%	N	%	N	%
11. It is important that there is proportional representation of gender and ethnicity between students and college personnel.						
Strongly Agree	53	31%	66	41%	121	35%
Mostly Agree	48	28%	41	25%	93	27%
Slightly Agree	38	22%	27	17%	69	20%
Slightly Disagree	13	8%	13	8%	26	7%
Mostly Disagree	8	5%	11	7%	20	6%
Strongly Disagree	11	6%	4	2%	18	5%
Typical (Median[2]) Response	**Mostly Agree**		**Mostly Agree**		**Mostly Agree**	
12. Programs and courses are offered in a manner that ensures students the opportunity to complete the entire program as announced in a reasonable amount of time.						
Strongly Agree	45	28%	34	22%	83	25%
Mostly Agree	71	44%	69	45%	146	44%
Slightly Agree	27	17%	33	21%	61	18%
Slightly Disagree	7	4%	11	7%	18	5%
Mostly Disagree	9	6%	2	1%	11	3%
Strongly Disagree	4	2%	6	4%	11	3%
Typical (Median[2]) Response	**Mostly Agree**		**Mostly Agree**		**Mostly Agree**	
13. HC excels in the retention of students.						
Strongly Agree	14	10%	10	8%	25	9%
Mostly Agree	43	31%	46	36%	94	34%
Slightly Agree	41	29%	38	30%	81	29%
Slightly Disagree	28	20%	17	13%	46	17%
Mostly Disagree	9	6%	8	6%	17	6%
Strongly Disagree	4	3%	8	6%	13	5%
Typical (Median[2]) Response	**Slightly Agree**		**Slightly Agree**		**Slightly Agree**	

Note: Percentages may not sum to 100% due to rounding.

[1] Question number references questionnaire.

[2] One-half of responses are below and one-half of responses are above.

Table 7A. 1999 Accreditation Employee Survey Responses by Gender for Standard 1: Institutional Mission (continued)

Question [1]	Men		Women		Total Employees	
	N	%	N	%	N	%
14. HC excels in the placement of students.						
Strongly Agree	15	12%	10	9%	27	11%
Mostly Agree	39	31%	39	34%	82	33%
Slightly Agree	37	29%	27	24%	66	26%
Slightly Disagree	12	9%	21	18%	34	13%
Mostly Disagree	15	12%	15	13%	32	13%
Strongly Disagree	9	7%	2	2%	11	4%
Typical (Median[2]) Response	Slightly Agree		Slightly Agree		Slightly Agree	
15. HC faculty present material fairly and objectively, while distinguishing between fact and opinion.						
Strongly Agree	29	21%	18	15%	51	19%
Mostly Agree	71	52%	71	59%	145	54%
Slightly Agree	25	18%	18	15%	45	17%
Slightly Disagree	5	4%	10	8%	15	6%
Mostly Disagree	1	1%	2	2%	4	1%
Strongly Disagree	5	4%	2	2%	9	3%
Typical (Median[2]) Response	Mostly Agree		Mostly Agree		Mostly Agree	
28. I have had sufficient opportunity to participate in the planning process at Hartnell College.						
Strongly Agree	33	22%	21	15%	56	19%
Mostly Agree	42	27%	41	30%	87	29%
Slightly Agree	30	20%	33	24%	65	22%
Slightly Disagree	12	8%	16	12%	29	10%
Mostly Disagree	17	11%	12	9%	29	10%
Strongly Disagree	19	12%	14	10%	34	11%
Typical (Median[2]) Response	Slightly Agree		Slightly Agree		Slightly Agree	

Note: Percentages may not sum to 100% due to rounding.

[1] Question number references questionnaire.

[2] One-half of responses are below and one-half of responses are above.

Table 7A. 1999 Accreditation Employee Survey Responses by Gender for Standard 1: Institutional Mission (continued)

Question [1]	Men		Women		Total Employees	
	N	%	N	%	N	%
30. College-wide and unit planning are linked to resource allocation.						
Strongly Agree	12	11%	10	12%	24	12%
Mostly Agree	41	36%	36	43%	78	38%
Slightly Agree	30	27%	15	18%	48	23%
Slightly Disagree	13	12%	11	13%	27	13%
Mostly Disagree	9	8%	5	6%	14	7%
Strongly Disagree	8	7%	6	7%	15	7%
Typical (Median[2]) Response	Slightly Agree		Mostly Agree		Slightly Agree	
44. The college has clearly defined processes for reviewing all of its educational programs.						
Strongly Agree	21	16%	18	18%	39	16%
Mostly Agree	48	37%	36	36%	88	37%
Slightly Agree	32	25%	25	25%	63	26%
Slightly Disagree	15	12%	11	11%	26	11%
Mostly Disagree	9	7%	8	8%	17	7%
Strongly Disagree	4	3%	2	2%	7	3%
Typical (Median[2]) Response	Mostly Agree		Mostly Agree		Mostly Agree	
86. The college budget reflects college priorities and planning goals.						
Strongly Agree	21	16%	14	14%	37	15%
Mostly Agree	36	27%	27	26%	63	26%
Slightly Agree	31	24%	30	29%	66	27%
Slightly Disagree	21	16%	17	17%	40	16%
Mostly Disagree	7	5%	6	6%	14	6%
Strongly Disagree	15	11%	9	9%	26	11%
Typical (Median[2]) Response	Slightly Agree		Slightly Agree		Slightly Agree	

Note: Percentages may not sum to 100% due to rounding.

[1] Question number references questionnaire.

[2] One-half of responses are below and one-half of responses are above.

Table 7A. 1999 Accreditation Employee Survey Responses by Gender for Standard 1: Institutional Mission (continued)

Question [1]	Men		Women		Total Employees	
	N	%	N	%	N	%
91. College guidelines and processes for financial planning and budget development are clearly defined and followed.						
Strongly Agree	15	13%	7	9%	23	11%
Mostly Agree	35	29%	21	28%	59	29%
Slightly Agree	29	24%	17	23%	48	24%
Slightly Disagree	16	13%	10	13%	26	13%
Mostly Disagree	12	10%	11	15%	24	12%
Strongly Disagree	13	11%	9	12%	24	12%
Typical (Median[2]) Response	Slightly Agree		Slightly Agree		Slightly Agree	

Note: Percentages may not sum to 100% due to rounding.

[1] Question number references questionnaire.

[2] One-half of responses are below and one-half of responses are above.

Table 7B. 1999 Accreditation Employee Survey Responses by Gender for Standard 2: Institutional Integrity

Question [1]	Men		Women		Total Employees	
	N	%	N	%	N	%
Total Respondents	173	100%	169	100%	358	100%
1. I am personally treated with respect at this college.						
Strongly Agree	57	34%	65	39%	129	37%
Mostly Agree	70	42%	78	47%	151	44%
Slightly Agree	15	9%	11	7%	28	8%
Slightly Disagree	4	2%	8	5%	12	3%
Mostly Disagree	10	6%	2	1%	12	3%
Strongly Disagree	12	7%	1	1%	15	4%
Typical (Median[2]) Response	Mostly Agree		Mostly Agree		Mostly Agree	
5. HC demonstrates honesty and integrity in its athletic program.						
Strongly Agree	35	37%	15	23%	53	32%
Mostly Agree	44	46%	32	50%	82	49%
Slightly Agree	12	13%	13	20%	25	15%
Slightly Disagree	0	0%	2	3%	2	1%
Mostly Disagree	3	3%	0	0%	3	2%
Strongly Disagree	1	1%	2	3%	3	2%
Typical (Median[2]) Response	Mostly Agree		Mostly Agree		Mostly Agree	
15. HC faculty present material fairly and objectively while distinguishing between fact and opinion.						
Strongly Agree	29	21%	18	15%	51	19%
Mostly Agree	71	52%	71	59%	145	54%
Slightly Agree	25	18%	18	15%	45	17%
Slightly Disagree	5	4%	10	8%	15	6%
Mostly Disagree	1	1%	2	2%	4	1%
Strongly Disagree	5	4%	2	2%	9	3%
Typical (Median[2]) Response	Mostly Agree		Mostly Agree		Mostly Agree	

Note: Percentages may not sum to 100% due to rounding.

[1] Question number references questionnaire.

[2] One-half of responses are below and one-half of responses are above.

Table 7B. 1999 Accreditation Employee Survey Responses by Gender for Standard 2: Institutional Integrity (continued)

Question [1]	Men		Women		Total Employees	
	N	%	N	%	N	%
16. A typical "A" grade given at HC represents excellent student achievement.						
Strongly Agree	43	28%	36	25%	83	27%
Mostly Agree	74	48%	69	48%	150	48%
Slightly Agree	16	10%	22	15%	39	13%
Slightly Disagree	7	5%	11	8%	18	6%
Mostly Disagree	8	5%	3	2%	13	4%
Strongly Disagree	5	3%	2	1%	8	3%
Typical (Median[2]) Response	Mostly Agree		Mostly Agree		Mostly Agree	
17. Classified staff are treated respectfully by administrators.						
Strongly Agree	35	25%	30	23%	66	23%
Mostly Agree	60	43%	63	47%	131	46%
Slightly Agree	27	19%	21	16%	48	17%
Slightly Disagree	4	3%	13	10%	18	6%
Mostly Disagree	3	2%	5	4%	8	3%
Strongly Disagree	10	7%	1	1%	12	4%
Typical (Median[2]) Response	Mostly Agree		Mostly Agree		Mostly Agree	
18. Classified staff are treated respectfully by faculty.						
Strongly Agree	43	28%	39	26%	83	26%
Mostly Agree	74	48%	67	45%	148	47%
Slightly Agree	24	15%	25	17%	50	16%
Slightly Disagree	8	5%	11	7%	21	7%
Mostly Disagree	4	3%	2	1%	6	2%
Strongly Disagree	2	1%	5	3%	7	2%
Typical (Median[2]) Response	Mostly Agree		Mostly Agree		Mostly Agree	

Note: Percentages may not sum to 100% due to rounding.

[1] Question number references questionnaire.

[2] One-half of responses are below and one-half of responses are above.

Table 7B. 1999 Accreditation Employee Survey Responses by Gender for Standard 2: Institutional Integrity (continued)

Question [1]	Men		Women		Total Employees	
	N	%	N	%	N	%
20. HC's administration handles grievances fairly.						
Strongly Agree	19	17%	13	14%	33	15%
Mostly Agree	34	31%	25	27%	65	30%
Slightly Agree	23	21%	27	29%	53	24%
Slightly Disagree	12	11%	14	15%	26	12%
Mostly Disagree	9	8%	8	9%	17	8%
Strongly Disagree	13	12%	7	7%	23	11%
Typical (Median[2]) Response	Slightly Agree		Slightly Agree		Slightly Agree	
21. Written policies ensuring fairness are adhered to in employment procedures.						
Strongly Agree	28	21%	28	23%	59	22%
Mostly Agree	56	43%	45	37%	106	40%
Slightly Agree	19	15%	20	16%	40	15%
Slightly Disagree	6	5%	16	13%	23	9%
Mostly Disagree	8	6%	7	6%	15	6%
Strongly Disagree	14	11%	7	6%	22	8%
Typical (Median[2]) Response	Mostly Agree		Mostly Agree		Mostly Agree	
25. At HC, there is a positive environment in which faculty are treated with respect.						
Strongly Agree	44	27%	39	25%	85	25%
Mostly Agree	47	28%	53	34%	103	31%
Slightly Agree	27	16%	26	17%	58	17%
Slightly Disagree	13	8%	14	9%	27	8%
Mostly Disagree	13	8%	12	8%	26	8%
Strongly Disagree	22	13%	13	8%	37	11%
Typical (Median[2]) Response	Mostly Agree		Mostly Agree		Mostly Agree	

Note: Percentages may not sum to 100% due to rounding.

[1] Question number references questionnaire.

[2] One-half of responses are below and one-half of responses are above.

Table 7B. 1999 Accreditation Employee Survey Responses by Gender for Standard 2: Institutional Integrity (continued)

Question [1]	Men		Women		Total Employees	
	N	%	N	%	N	%
26. The integrity of the teaching process is protected at HC.						
Strongly Agree	54	34%	39	26%	96	30%
Mostly Agree	59	37%	59	40%	121	38%
Slightly Agree	20	13%	28	19%	51	16%
Slightly Disagree	15	9%	15	10%	30	9%
Mostly Disagree	7	4%	4	3%	13	4%
Strongly Disagree	4	3%	3	2%	8	3%
Typical (Median[2]) Response	Mostly Agree		Mostly Agree		Mostly Agree	
27. The college is committed to high standards of teaching.						
Strongly Agree	59	36%	38	24%	100	30%
Mostly Agree	54	33%	65	41%	124	37%
Slightly Agree	24	15%	36	23%	62	18%
Slightly Disagree	11	7%	13	8%	24	7%
Mostly Disagree	10	6%	4	3%	18	5%
Strongly Disagree	6	4%	3	2%	9	3%
Typical (Median[2]) Response	Mostly Agree		Mostly Agree		Mostly Agree	
29. Information in Hartnell College publications is accurate.						
Strongly Agree	35	23%	27	19%	65	21%
Mostly Agree	68	45%	68	48%	139	46%
Slightly Agree	28	18%	24	17%	56	18%
Slightly Disagree	9	6%	16	11%	26	9%
Mostly Disagree	8	5%	3	2%	11	4%
Strongly Disagree	4	3%	3	2%	8	3%
Typical (Median[2]) Response	Mostly Agree		Mostly Agree		Mostly Agree	

Note: Percentages may not sum to 100% due to rounding.

[1] Question number references questionnaire.

[2] One-half of responses are below and one-half of responses are above.

Table 7C. 1999 Accreditation Employee Survey Responses by Gender for Standard 3: Institutional Effectiveness

Question [1]	Men		Women		Total Employees	
	N	%	N	%	N	%
Total Respondents	173	100%	169	100%	358	100%
19. Hartnell College adequately publicizes the planning process.						
Strongly Agree	31	20%	35	25%	67	22%
Mostly Agree	53	35%	52	37%	108	36%
Slightly Agree	41	27%	31	22%	78	26%
Slightly Disagree	14	9%	12	9%	26	9%
Mostly Disagree	8	5%	2	1%	10	3%
Strongly Disagree	6	4%	7	5%	14	5%
Typical (Median[2]) Response	Mostly Agree		Mostly Agree		Mostly Agree	
22. HC provides sufficient resources to conduct effective institutional research and program evaluation studies.						
Strongly Agree	22	16%	24	22%	49	19%
Mostly Agree	50	35%	32	30%	87	34%
Slightly Agree	41	29%	26	24%	67	26%
Slightly Disagree	13	9%	15	14%	29	11%
Mostly Disagree	7	5%	7	7%	14	5%
Strongly Disagree	8	6%	3	3%	11	4%
Typical (Median[2]) Response	Mostly Agree		Mostly Agree		Mostly Agree	
23. Evaluation results from Program and Services Review are used to improve instructional programs and support services.						
Strongly Agree	15	12%	19	20%	34	15%
Mostly Agree	43	35%	29	31%	76	33%
Slightly Agree	31	25%	25	27%	59	26%
Slightly Disagree	16	13%	11	12%	28	12%
Mostly Disagree	9	7%	5	5%	15	7%
Strongly Disagree	9	7%	5	5%	16	7%
Typical (Median[2]) Response	Slightly Agree		Mostly Agree		Slightly Agree	

Note: Percentages may not sum to 100% due to rounding.

[1] Question number references questionnaire.

[2] One-half of responses are below and one-half of responses are above.

Table 7C. 1999 Accreditation Employee Survey Responses by Gender for Standard 3: Institutional Effectiveness (continued)

Question [1]	Men		Women		Total Employees	
	N	%	N	%	N	%
24. HC effectively evaluates how well it accomplishes its mission and purposes.						
Strongly Agree	18	13%	20	17%	40	15%
Mostly Agree	43	30%	40	34%	87	32%
Slightly Agree	40	28%	33	28%	75	28%
Slightly Disagree	19	13%	11	9%	31	11%
Mostly Disagree	10	7%	10	9%	23	8%
Strongly Disagree	11	8%	3	3%	15	6%
Typical (Median[2]) Response	Slightly Agree		Mostly Agree		Slightly Agree	
28. I have had sufficient opportunity to participate in the planning process at HC.						
Strongly Agree	33	22%	21	15%	56	19%
Mostly Agree	42	27%	41	30%	87	29%
Slightly Agree	30	20%	33	24%	65	22%
Slightly Disagree	12	8%	16	12%	29	10%
Mostly Disagree	17	11%	12	9%	29	10%
Strongly Disagree	19	12%	14	10%	34	11%
Typical (Median[2]) Response	Slightly Agree		Slightly Agree		Slightly Agree	
30. College-wide and unit planning are linked to resource allocation.						
Strongly Agree	12	11%	10	12%	24	12%
Mostly Agree	41	36%	36	43%	78	38%
Slightly Agree	30	27%	15	18%	48	23%
Slightly Disagree	13	12%	11	13%	27	13%
Mostly Disagree	9	8%	5	6%	14	7%
Strongly Disagree	8	7%	6	7%	15	7%
Typical (Median[2]) Response	Slightly Agree		Mostly Agree		Slightly Agree	

Note: Percentages may not sum to 100% due to rounding.

[1] Question number references questionnaire.

[2] One-half of responses are below and one-half of responses are above.

Table 7D. 1999 Accreditation Employee Survey Responses by Gender for Standard 4: Educational Programs

Question [1]	Men		Women		Total Employees	
	N	%	N	%	N	%
Total Respondents	173	100%	169	100%	358	100%
12. Programs and courses are offered in a manner that ensures students the opportunity to complete the entire program as announced in a reasonable amount of time.						
Strongly Agree	45	28%	34	22%	83	25%
Mostly Agree	71	44%	69	45%	146	44%
Slightly Agree	27	17%	33	21%	61	18%
Slightly Disagree	7	4%	11	7%	18	5%
Mostly Disagree	9	6%	2	1%	11	3%
Strongly Disagree	4	2%	6	4%	11	3%
Typical (Median[2]) Response	Mostly Agree		Mostly Agree		Mostly Agree	
29. Information in HC publications is accurate.						
Strongly Agree	35	23%	27	19%	65	21%
Mostly Agree	68	45%	68	48%	139	46%
Slightly Agree	28	18%	24	17%	56	18%
Slightly Disagree	9	6%	16	11%	26	9%
Mostly Disagree	8	5%	3	2%	11	4%
Strongly Disagree	4	3%	3	2%	8	3%
Typical (Median[2]) Response	Mostly Agree		Mostly Agree		Mostly Agree	
31. The college meets the varied educational needs of its students.						
Strongly Agree	22	14%	25	16%	49	15%
Mostly Agree	85	53%	68	43%	160	49%
Slightly Agree	33	21%	44	28%	78	24%
Slightly Disagree	11	7%	10	6%	23	7%
Mostly Disagree	4	3%	7	4%	11	3%
Strongly Disagree	4	3%	3	2%	7	2%
Typical (Median[2]) Response	Mostly Agree		Mostly Agree		Mostly Agree	

Note: Percentages may not sum to 100% due to rounding.

[1] Question number references questionnaire.

[2] One-half of responses are below and one-half of responses are above.

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Table 7D. 1999 Accreditation Employee Survey Responses by Gender for Standard 4: Educational Programs (continued)

Question [1]	Men		Women		Total Employees	
	N	%	N	%	N	%
32. The general education program is based on a clear philosophy and rationale.						
Strongly Agree	33	21%	29	22%	64	21%
Mostly Agree	67	44%	57	43%	131	44%
Slightly Agree	32	21%	34	25%	67	22%
Slightly Disagree	12	8%	8	6%	21	7%
Mostly Disagree	2	1%	6	4%	9	3%
Strongly Disagree	8	5%	0	0%	9	3%
Typical (Median[2]) Response	Mostly Agree		Mostly Agree		Mostly Agree	
35. The college's processes of curriculum and program development ensure high quality instructional programs.						
Strongly Agree	31	20%	31	22%	65	21%
Mostly Agree	63	41%	61	43%	130	42%
Slightly Agree	27	18%	34	24%	64	21%
Slightly Disagree	18	12%	11	8%	29	9%
Mostly Disagree	7	5%	4	3%	13	4%
Strongly Disagree	8	5%	1	1%	10	3%
Typical (Median[2]) Response	Mostly Agree		Mostly Agree		Mostly Agree	
36. The college uses a range of delivery systems and modes of instruction compatible with student needs.						
Strongly Agree	33	21%	29	21%	65	21%
Mostly Agree	79	49%	60	43%	144	46%
Slightly Agree	32	20%	34	24%	69	22%
Slightly Disagree	10	6%	12	9%	22	7%
Mostly Disagree	3	2%	3	2%	7	2%
Strongly Disagree	3	2%	1	1%	4	1%
Typical (Median[2]) Response	Mostly Agree		Mostly Agree		Mostly Agree	

Note: Percentages may not sum to 100% due to rounding.

[1] Question number references questionnaire.

[2] One-half of responses are below and one-half of responses are above.

Table 7D. 1999 Accreditation Employee Survey Responses by Gender for Standard 4: Educational Programs (continued)

Question [1]	Men		Women		Total Employees	
	N	%	N	%	N	%
38. The institution identifies expected learning outcomes for its degree and certificate programs.						
Strongly Agree	18	13%	35	27%	58	21%
Mostly Agree	68	49%	58	45%	127	46%
Slightly Agree	33	24%	21	16%	58	21%
Slightly Disagree	9	7%	7	5%	17	6%
Mostly Disagree	4	3%	3	2%	8	3%
Strongly Disagree	6	4%	4	3%	11	4%
Typical (Median[2]) Response	Mostly Agree		Mostly Agree		Mostly Agree	
44. The college has clearly defined processes for reviewing all of its educational programs.						
Strongly Agree	21	16%	18	18%	39	16%
Mostly Agree	48	37%	36	36%	88	37%
Slightly Agree	32	25%	25	25%	63	26%
Slightly Disagree	15	12%	11	11%	26	11%
Mostly Disagree	9	7%	8	8%	17	7%
Strongly Disagree	4	3%	2	2%	7	3%
Typical (Median[2]) Response	Mostly Agree		Mostly Agree		Mostly Agree	

Note: Percentages may not sum to 100% due to rounding.

[1] Question number references questionnaire.

[2] One-half of responses are below and one-half of responses are above.

Table 7E. 1999 Accreditation Employee Survey Responses by Gender for Standard 5: Student Support and Development

Question [1]	Men		Women		Total Employees	
	N	%	N	%	N	%
Total Respondents	173	100%	169	100%	358	100%
28. I have had sufficient opportunity to participate in the planning process at HC.						
Strongly Agree	33	22%	21	15%	56	19%
Mostly Agree	42	27%	41	30%	87	29%
Slightly Agree	30	20%	33	24%	65	22%
Slightly Disagree	12	8%	16	12%	29	10%
Mostly Disagree	17	11%	12	9%	29	10%
Strongly Disagree	19	12%	14	10%	34	11%
Typical (Median[2]) Response	Slightly Agree		Slightly Agree		Slightly Agree	
33. I am aware of HC's articulation agreements with the local high schools.						
Strongly Agree	19	15%	14	13%	36	14%
Mostly Agree	48	37%	35	32%	87	35%
Slightly Agree	30	23%	28	26%	60	24%
Slightly Disagree	11	8%	11	10%	23	9%
Mostly Disagree	16	12%	8	7%	25	10%
Strongly Disagree	6	5%	13	12%	19	8%
Typical (Median[2]) Response	Mostly Agree		Slightly Agree		Slightly Agree	
34. Gender and ethnic diversity among students is valued at HC.						
Strongly Agree	59	36%	57	35%	121	35%
Mostly Agree	79	48%	69	43%	157	46%
Slightly Agree	19	11%	19	12%	38	11%
Slightly Disagree	4	2%	13	8%	17	5%
Mostly Disagree	1	1%	3	2%	4	1%
Strongly Disagree	4	2%	1	1%	5	1%
Typical (Median[2]) Response	Mostly Agree		Mostly Agree		Mostly Agree	

Note: Percentages may not sum to 100% due to rounding.

[1] Question number references questionnaire.

[2] One-half of responses are below and one-half of responses are above.

Table 7E. 1999 Accreditation Employee Survey Responses by Gender for Standard 5: Student Support and Development (continued)

Question [1]	Men		Women		Total Employees	
	N	%	N	%	N	%
39. Students from gender and ethnic diverse backgrounds are treated with respect at HC.						
Strongly Agree	59	36%	53	34%	116	35%
Mostly Agree	77	47%	73	46%	158	47%
Slightly Agree	20	12%	17	11%	38	11%
Slightly Disagree	1	1%	12	8%	13	4%
Mostly Disagree	1	1%	2	1%	3	1%
Strongly Disagree	5	3%	1	1%	6	2%
Typical (Median[2]) Response	Mostly Agree		Mostly Agree		Mostly Agree	
40. The needs of the students are considered when decisions are made to add or delete programs or courses at HC.						
Strongly Agree	27	18%	21	16%	50	17%
Mostly Agree	61	41%	46	34%	115	39%
Slightly Agree	27	18%	27	20%	55	19%
Slightly Disagree	13	9%	18	13%	32	11%
Mostly Disagree	8	5%	14	10%	22	7%
Strongly Disagree	11	7%	8	6%	20	7%
Typical (Median[2]) Response	Mostly Agree		Mostly Agree		Mostly Agree	
41. HC's off-campus programs are adequate to address the needs of students who would otherwise have difficulty attending on-campus classes.						
Strongly Agree	23	19%	18	15%	43	17%
Mostly Agree	39	33%	42	35%	85	34%
Slightly Agree	28	23%	22	18%	54	21%
Slightly Disagree	14	12%	21	17%	36	14%
Mostly Disagree	11	9%	12	10%	23	9%
Strongly Disagree	5	4%	6	5%	11	4%
Typical (Median[2]) Response	Mostly Agree		Slightly Agree		Mostly Agree	

Note: Percentages may not sum to 100% due to rounding.

[1] Question number references questionnaire.

[2] One-half of responses are below and one-half of responses are above.

Table 7E. 1999 Accreditation Employee Survey Responses by Gender for Standard 5: Student Support and Development (continued)

Question [1]	Men		Women		Total Employees	
	N	%	N	%	N	%
42. I am aware of HC's articulation agreements with four-year colleges or universities.						
Strongly Agree	39	29%	32	28%	73	28%
Mostly Agree	48	36%	41	36%	95	36%
Slightly Agree	32	24%	26	23%	60	23%
Slightly Disagree	7	5%	7	6%	14	5%
Mostly Disagree	2	1%	5	4%	9	3%
Strongly Disagree	7	5%	4	3%	12	5%
Typical (Median[2]) Response	Mostly Agree		Mostly Agree		Mostly Agree	
43. There are sufficient knowledgeable HC staff to provide effective student services.						
Strongly Agree	38	25%	30	20%	71	22%
Mostly Agree	66	43%	73	49%	145	46%
Slightly Agree	32	21%	31	21%	66	21%
Slightly Disagree	7	5%	12	8%	20	6%
Mostly Disagree	7	5%	1	1%	8	3%
Strongly Disagree	3	2%	3	2%	6	2%
Typical (Median[2]) Response	Mostly Agree		Mostly Agree		Mostly Agree	
45. There are sufficient knowledgeable HC staff to provide effective learning resources.						
Strongly Agree	43	28%	28	19%	74	24%
Mostly Agree	56	37%	70	49%	133	43%
Slightly Agree	34	23%	27	19%	63	20%
Slightly Disagree	8	5%	15	10%	25	8%
Mostly Disagree	5	3%	2	1%	7	2%
Strongly Disagree	5	3%	2	1%	7	2%
Typical (Median[2]) Response	Mostly Agree		Mostly Agree		Mostly Agree	

Note: Percentages may not sum to 100% due to rounding.

[1] Question number references questionnaire.

[2] One-half of responses are below and one-half of responses are above.

Table 7E. 1999 Accreditation Employee Survey Responses by Gender for Standard 5: Student Support and Development (continued)

Question [1]	Men		Women		Total Employees	
	N	%	N	%	N	%
47. HC's policy regarding privacy of information is clearly stated and consistently administered.						
Strongly Agree	66	43%	54	40%	124	41%
Mostly Agree	53	34%	53	39%	113	37%
Slightly Agree	21	14%	17	13%	39	13%
Slightly Disagree	8	5%	5	4%	13	4%
Mostly Disagree	4	3%	3	2%	8	3%
Strongly Disagree	3	2%	4	3%	8	3%
Typical (Median[2]) Response	Mostly Agree		Mostly Agree		Mostly Agree	

Note: Percentages may not sum to 100% due to rounding.

[1] Question number references questionnaire.

[2] One-half of responses are below and one-half of responses are above.

Table 7F. 1999 Accreditation Employee Survey Responses by Gender for Standard 6: Information and Learning Resources

Question [1]	Men		Women		Total Employees	
	N	%	N	%	N	%
Total Respondents	173	100%	169	100%	358	100%
46. The HC library has sufficient professionally qualified staff to provide reference and informational assistance and technical support to serve faculty and staff needs.						
Strongly Agree	50	33%	43	30%	96	31%
Mostly Agree	62	41%	64	44%	131	42%
Slightly Agree	17	11%	26	18%	45	15%
Slightly Disagree	8	5%	7	5%	17	6%
Mostly Disagree	8	5%	5	3%	14	5%
Strongly Disagree	6	4%	0	0%	6	2%
Typical (Median[2]) Response	Mostly Agree		Mostly Agree		Mostly Agree	
51. HC provides adequate training, equipment and network connectivity to access the collections of the library and computer labs.						
Strongly Agree	41	28%	39	27%	84	28%
Mostly Agree	61	42%	52	37%	118	39%
Slightly Agree	22	15%	30	21%	54	18%
Slightly Disagree	10	7%	7	5%	18	6%
Mostly Disagree	5	3%	5	4%	10	3%
Strongly Disagree	7	5%	9	6%	17	6%
Typical (Median[2]) Response	Mostly Agree		Mostly Agree		Mostly Agree	
52. I have adequate opportunity to recommend items to be added to the library collection.						
Strongly Agree	40	29%	33	30%	76	29%
Mostly Agree	48	35%	37	33%	90	35%
Slightly Agree	25	18%	18	16%	43	17%
Slightly Disagree	11	8%	8	7%	20	8%
Mostly Disagree	7	5%	3	3%	10	4%
Strongly Disagree	8	6%	12	11%	20	8%
Typical (Median[2]) Response	Mostly Agree		Mostly Agree		Mostly Agree	

Note: Percentages may not sum to 100% due to rounding.

[1] Question number references questionnaire.

[2] One-half of responses are below and one-half of responses are above.

Table 7F. 1999 Accreditation Employee Survey Responses by Gender for Standard 6: Information and Learning Resources (continued)

Question [1]	Men		Women		Total Employees	
	N	%	N	%	N	%
53. Computer and software on campus are up-to-date, in good condition, and meet students' assignment needs.						
Strongly Agree	43	31%	33	26%	81	29%
Mostly Agree	47	34%	57	45%	108	39%
Slightly Agree	28	20%	25	20%	56	20%
Slightly Disagree	8	6%	6	5%	15	5%
Mostly Disagree	7	5%	1	1%	8	3%
Strongly Disagree	5	4%	6	5%	11	4%
Typical (Median[2]) Response	**Mostly Agree**		**Mostly Agree**		**Mostly Agree**	
54. The Center for Learning Technologies and Innovation's operating hours provide me with adequate access.						
Strongly Agree	39	32%	43	36%	88	35%
Mostly Agree	53	43%	45	38%	101	40%
Slightly Agree	21	17%	18	15%	39	16%
Slightly Disagree	6	5%	6	5%	13	5%
Mostly Disagree	3	2%	3	3%	6	2%
Strongly Disagree	1	1%	3	3%	4	2%
Typical (Median[2]) Response	**Mostly Agree**		**Mostly Agree**		**Mostly Agree**	
55. The Hartnell College Library Audio-Visual Department's operating hours are sufficient to support instruction.						
Strongly Agree	32	25%	34	29%	69	27%
Mostly Agree	57	44%	55	47%	117	46%
Slightly Agree	24	19%	18	16%	43	17%
Slightly Disagree	9	7%	4	3%	14	5%
Mostly Disagree	2	2%	3	3%	6	2%
Strongly Disagree	5	4%	2	2%	7	3%
Typical (Median[2]) Response	**Mostly Agree**		**Mostly Agree**		**Mostly Agree**	

Note: Percentages may not sum to 100% due to rounding.

[1] Question number references questionnaire.

[2] One-half of responses are below and one-half of responses are above.

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Table 7F. 1999 Accreditation Employee Survey Responses by Gender for Standard 6: Information and Learning Resources (continued)

Question [1]	Men		Women		Total Employees	
	N	%	N	%	N	%
56. I am aware that materials from other institutions are available for use by HC faculty, staff, and students through inter-library loan or on-site use.						
Strongly Agree	47	35%	48	38%	99	36%
Mostly Agree	50	37%	43	34%	95	35%
Slightly Agree	16	12%	16	13%	37	14%
Slightly Disagree	9	7%	7	6%	17	6%
Mostly Disagree	3	2%	2	2%	5	2%
Strongly Disagree	10	7%	10	8%	21	8%
Typical (Median[2]) Response	Mostly Agree		Mostly Agree		Mostly Agree	
57. The library's holdings are adequate in terms of current quality, depth of coverage and variety for books.						
Strongly Agree	20	15%	14	11%	36	13%
Mostly Agree	45	33%	57	45%	103	38%
Slightly Agree	29	21%	21	17%	54	20%
Slightly Disagree	19	14%	18	14%	38	14%
Mostly Disagree	9	7%	9	7%	18	7%
Strongly Disagree	13	10%	7	6%	23	8%
Typical (Median[2]) Response	Slightly Agree		Mostly Agree		Mostly Agree	
58. The library's holdings are adequate in terms of current quality, depth of coverage and variety for magazines and newspapers.						
Strongly Agree	30	22%	22	18%	55	20%
Mostly Agree	49	36%	58	47%	110	40%
Slightly Agree	29	21%	23	19%	55	20%
Slightly Disagree	13	9%	12	10%	27	10%
Mostly Disagree	10	7%	7	6%	18	7%
Strongly Disagree	6	4%	2	2%	9	3%
Typical (Median[2]) Response	Mostly Agree		Mostly Agree		Mostly Agree	

Note: Percentages may not sum to 100% due to rounding.

[1] Question number references questionnaire.

[2] One-half of responses are below and one-half of responses are above.

Table 7F. 1999 Accreditation Employee Survey Responses by Gender for Standard 6: Information and Learning Resources (continued)

Question [1]	Men		Women		Total Employees	
	N	%	N	%	N	%
59. The library's holdings are adequate in terms of current quality, depth of coverage and variety for on-line resources.						
Strongly Agree	34	28%	30	24%	69	27%
Mostly Agree	52	42%	56	46%	109	43%
Slightly Agree	22	18%	27	22%	51	20%
Slightly Disagree	12	10%	7	6%	19	7%
Mostly Disagree	1	1%	2	2%	4	2%
Strongly Disagree	2	2%	1	1%	4	2%
Typical (Median[2]) Response	Mostly Agree		Mostly Agree		Mostly Agree	
60. The library's holdings are adequate in terms of current quality, depth of coverage and variety for media (e.g., videos, CD-ROMs).						
Strongly Agree	22	18%	22	20%	47	20%
Mostly Agree	48	40%	46	41%	95	40%
Slightly Agree	30	25%	20	18%	52	22%
Slightly Disagree	12	10%	15	14%	27	11%
Mostly Disagree	5	4%	4	4%	9	4%
Strongly Disagree	4	3%	4	4%	10	4%
Typical (Median[2]) Response	Mostly Agree		Mostly Agree		Mostly Agree	
61. The library selects, acquires, organizes, and maintains an adequate and current collection of books to support the institution's educational programs.						
Strongly Agree	25	19%	14	12%	41	15%
Mostly Agree	43	32%	55	46%	101	38%
Slightly Agree	30	22%	29	24%	61	23%
Slightly Disagree	14	10%	9	8%	25	9%
Mostly Disagree	11	8%	8	7%	19	7%
Strongly Disagree	11	8%	5	4%	19	7%
Typical (Median[2]) Response	Mostly Agree		Mostly Agree		Mostly Agree	

Note: Percentages may not sum to 100% due to rounding.

[1] Question number references questionnaire.

[2] One-half of responses are below and one-half of responses are above.

Table 7F. 1999 Accreditation Employee Survey Responses by Gender for Standard 6: Information and Learning Resources (continued)

Question [1]	Men		Women		Total Employees	
	N	%	N	%	N	%
62. The library selects, acquires, organizes, and maintains an adequate and current collection of magazines and newspapers to support the institution's educational programs.						
Strongly Agree	30	22%	20	17%	52	20%
Mostly Agree	55	40%	59	49%	118	44%
Slightly Agree	25	18%	26	22%	52	20%
Slightly Disagree	13	10%	9	8%	24	9%
Mostly Disagree	7	5%	3	3%	10	4%
Strongly Disagree	6	4%	3	3%	10	4%
Typical (Median[2]) Response	Mostly Agree		Mostly Agree		Mostly Agree	
63. The library selects, acquires, organizes, and maintains an adequate and current collection of on-line resources to support the institution's educational programs.						
Strongly Agree	34	27%	28	24%	66	26%
Mostly Agree	52	42%	57	49%	112	45%
Slightly Agree	26	21%	23	20%	50	20%
Slightly Disagree	8	6%	5	4%	13	5%
Mostly Disagree	2	2%	2	2%	6	2%
Strongly Disagree	2	2%	1	1%	3	1%
Typical (Median[2]) Response	Mostly Agree		Mostly Agree		Mostly Agree	
64. The library selects, acquires, organizes, and maintains an adequate and current collection of media (e.g., videos, CD-ROMs) to support the institution's educational programs.						
Strongly Agree	25	20%	19	18%	47	20%
Mostly Agree	49	39%	50	47%	102	43%
Slightly Agree	30	24%	22	21%	53	22%
Slightly Disagree	11	9%	9	8%	20	8%
Mostly Disagree	6	5%	4	4%	10	4%
Strongly Disagree	4	3%	3	3%	8	3%
Typical (Median[2]) Response	Mostly Agree		Mostly Agree		Mostly Agree	

Note: Percentages may not sum to 100% due to rounding.

[1] Question number references questionnaire.

[2] One-half of responses are below and one-half of responses are above.

Table 7F. 1999 Accreditation Employee Survey Responses by Gender for Standard 6: Information and Learning Resources (continued)

Question [1]	Men		Women		Total Employees	
	N	%	N	%	N	%
65. The computer labs' software and network configurations provide me with adequate access to the applications I need to support my courses.						
Strongly Agree	53	36%	71	48%	130	43%
Mostly Agree	8	5%	6	4%	14	5%
Slightly Agree	10	7%	1	1%	11	4%
Slightly Disagree	7	5%	8	5%	15	5%
Mostly Disagree	21	14%	15	10%	38	13%
Strongly Disagree	47	32%	46	31%	96	32%
Typical (Median[2]) Response	**Slightly Disagree**		**Mostly Agree**		**Slightly Agree**	

Note: Percentages may not sum to 100% due to rounding.

[1] Question number references questionnaire.

[2] One-half of responses are below and one-half of responses are above.

Table 7G. 1999 Accreditation Employee Survey Responses by Gender for Standard 7: Faculty and Staff

Question [1]	Men		Women		Total Employees	
	N	%	N	%	N	%
Total Respondents	173	100%	169	100%	358	100%
37. The evaluation of each category of staff is systematic and conducted at stated intervals.						
Strongly Agree	16	13%	12	11%	31	13%
Mostly Agree	56	44%	41	38%	101	41%
Slightly Agree	21	17%	22	20%	44	18%
Slightly Disagree	12	9%	18	17%	30	12%
Mostly Disagree	11	9%	5	5%	17	7%
Strongly Disagree	11	9%	10	9%	22	9%
Typical (Median[2]) Response	Mostly Agree		Slightly Agree		Mostly Agree	
48. I am aware of how I can obtain and review personnel policies and procedures.						
Strongly Agree	51	33%	52	35%	107	34%
Mostly Agree	56	36%	49	33%	107	34%
Slightly Agree	22	14%	29	19%	58	18%
Slightly Disagree	13	8%	6	4%	20	6%
Mostly Disagree	8	5%	5	3%	14	4%
Strongly Disagree	5	3%	8	5%	13	4%
Typical (Median[2]) Response	Mostly Agree		Mostly Agree		Mostly Agree	
49. I am satisfied that personnel records are kept confidential.						
Strongly Agree	65	44%	56	39%	125	41%
Mostly Agree	44	30%	60	41%	108	35%
Slightly Agree	20	14%	13	9%	36	12%
Slightly Disagree	6	4%	7	5%	14	5%
Mostly Disagree	5	3%	3	2%	9	3%
Strongly Disagree	7	5%	6	4%	13	4%
Typical (Median[2]) Response	Mostly Agree		Mostly Agree		Mostly Agree	

Note: Percentages may not sum to 100% due to rounding.

[1] Question number references questionnaire.

[2] One-half of responses are below and one-half of responses are above.

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Table 7G. 1999 Accreditation Employee Survey Responses by Gender for Standard 7: Faculty and Staff (continued)

Question [1]	Men		Women		Total Employees	
	N	%	N	%	N	%
50. I am satisfied with the college hiring process for my constituent group.						
Strongly Agree	44	28%	40	26%	89	27%
Mostly Agree	59	38%	45	29%	107	33%
Slightly Agree	17	11%	18	12%	36	11%
Slightly Disagree	12	8%	23	15%	38	12%
Mostly Disagree	5	3%	12	8%	18	6%
Strongly Disagree	20	13%	17	11%	39	12%
Typical (Median[2]) Response	**Mostly Agree**		**Mostly Agree**		**Mostly Agree**	
66. The college adequately provides me with sufficient staff development opportunities to attend professional conferences.						
Strongly Agree	23	16%	28	21%	53	18%
Mostly Agree	47	33%	38	29%	85	30%
Slightly Agree	22	15%	25	19%	53	18%
Slightly Disagree	15	10%	14	11%	29	10%
Mostly Disagree	18	13%	11	8%	29	10%
Strongly Disagree	19	13%	16	12%	39	14%
Typical (Median[2]) Response	**Slightly Agree**		**Mostly Agree**		**Slightly Agree**	
67. The college adequately distributes information about opportunities to learn new instructional approaches.						
Strongly Agree	23	16%	20	15%	45	16%
Mostly Agree	57	40%	46	35%	106	37%
Slightly Agree	28	20%	32	24%	64	22%
Slightly Disagree	16	11%	15	11%	31	11%
Mostly Disagree	9	6%	10	8%	21	7%
Strongly Disagree	10	7%	9	7%	19	7%
Typical (Median[2]) Response	**Mostly Agree**		**Mostly Agree**		**Mostly Agree**	

Note: Percentages may not sum to 100% due to rounding.

[1] Question number references questionnaire.

[2] One-half of responses are below and one-half of responses are above.

Table 7G. 1999 Accreditation Employee Survey Responses by Gender for Standard 7: Faculty and Staff (continued)

Question [1]	Men		Women		Total Employees	
	N	%	N	%	N	%
68. My immediate supervisor encourages and supports my participation in professional development activities.						
Strongly Agree	58	39%	60	40%	123	39%
Mostly Agree	43	29%	37	25%	85	27%
Slightly Agree	20	14%	16	11%	39	13%
Slightly Disagree	5	3%	13	9%	18	6%
Mostly Disagree	9	6%	8	5%	18	6%
Strongly Disagree	12	8%	16	11%	29	9%
Typical (Median[2]) Response	Mostly Agree		Mostly Agree		Mostly Agree	
69. The Tenure Review Committee process is effective in making recommendations for tenure.						
Strongly Agree	12	18%	8	20%	21	19%
Mostly Agree	22	33%	17	43%	40	36%
Slightly Agree	15	22%	8	20%	26	23%
Slightly Disagree	5	7%	4	10%	9	8%
Mostly Disagree	3	4%	3	8%	6	5%
Strongly Disagree	10	15%	0	0%	10	9%
Typical (Median[2]) Response	Mostly Agree		Mostly Agree		Mostly Agree	
70. The general college climate is respectful and responsive to a diverse educational and cultural campus environment.						
Strongly Agree	41	25%	49	30%	96	28%
Mostly Agree	75	46%	66	41%	147	43%
Slightly Agree	28	17%	26	16%	55	16%
Slightly Disagree	7	4%	12	7%	19	6%
Mostly Disagree	5	3%	3	2%	9	3%
Strongly Disagree	7	4%	5	3%	12	4%
Typical (Median[2]) Response	Mostly Agree		Mostly Agree		Mostly Agree	

Note: Percentages may not sum to 100% due to rounding.

[1] Question number references questionnaire.

[2] One-half of responses are below and one-half of responses are above.

Table 7G. 1999 Accreditation Employee Survey Responses by Gender for Standard 7: Faculty and Staff (continued)

Question [1]	Men		Women		Total Employees	
	N	%	N	%	N	%
71. I believe college employees are actively working to make multiculturalism a reality on campus.						
Strongly Agree	44	28%	40	26%	87	27%
Mostly Agree	70	44%	65	42%	140	43%
Slightly Agree	30	19%	28	18%	62	19%
Slightly Disagree	5	3%	9	6%	14	4%
Mostly Disagree	4	3%	5	3%	9	3%
Strongly Disagree	7	4%	7	5%	14	4%
Typical (Median[2]) Response	Mostly Agree		Mostly Agree		Mostly Agree	
72. The number of staff and faculty who are qualified by appropriate education, training and experience is sufficient to support the programs offered by the college.						
Strongly Agree	38	25%	26	19%	67	22%
Mostly Agree	61	40%	61	45%	128	43%
Slightly Agree	31	20%	27	20%	60	20%
Slightly Disagree	11	7%	14	10%	26	9%
Mostly Disagree	6	4%	4	3%	11	4%
Strongly Disagree	5	3%	4	3%	9	3%
Typical (Median[2]) Response	Mostly Agree		Mostly Agree		Mostly Agree	
73. The planning and evaluation of staff development programs include participation of staff who participate in, or are affected by, the programs.						
Strongly Agree	21	17%	20	21%	41	18%
Mostly Agree	52	42%	40	42%	97	43%
Slightly Agree	27	22%	16	17%	46	20%
Slightly Disagree	14	11%	5	5%	20	9%
Mostly Disagree	3	2%	7	7%	10	4%
Strongly Disagree	6	5%	7	7%	14	6%
Typical (Median[2]) Response	Mostly Agree		Mostly Agree		Mostly Agree	

Note: Percentages may not sum to 100% due to rounding.

[1] Question number references questionnaire.

[2] One-half of responses are below and one-half of responses are above.

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Table 7H. 1999 Accreditation Employee Survey Responses by Gender for Standard 8: Physical Resources

Question [1]	Men		Women		Total Employees	
	N	%	N	%	N	%
Total Respondents	173	100%	169	100%	358	100%
78. College buildings and facilities provide a healthy working environment.						
Strongly Agree	31	19%	24	15%	56	16%
Mostly Agree	75	45%	56	34%	134	39%
Slightly Agree	39	23%	39	24%	84	24%
Slightly Disagree	8	5%	18	11%	29	8%
Mostly Disagree	8	5%	9	6%	19	6%
Strongly Disagree	6	4%	17	10%	23	7%
Typical (Median[2]) Response	Mostly Agree		Slightly Agree		Mostly Agree	
79. I am satisfied with my personal safety and security at the college.						
Strongly Agree	57	34%	35	21%	95	27%
Mostly Agree	71	43%	73	45%	152	44%
Slightly Agree	25	15%	27	16%	54	16%
Slightly Disagree	5	3%	15	9%	20	6%
Mostly Disagree	4	2%	6	4%	12	3%
Strongly Disagree	5	3%	8	5%	13	4%
Typical (Median[2]) Response	Mostly Agree		Mostly Agree		Mostly Agree	
80. The college grounds are well maintained and manicured.						
Strongly Agree	63	37%	67	41%	136	39%
Mostly Agree	76	44%	57	35%	138	39%
Slightly Agree	23	13%	25	15%	52	15%
Slightly Disagree	8	5%	9	5%	17	5%
Mostly Disagree	2	1%	2	1%	4	1%
Strongly Disagree	0	0%	5	3%	5	1%
Typical (Median[2]) Response	Mostly Agree		Mostly Agree		Mostly Agree	

Note: Percentages may not sum to 100% due to rounding.

[1] Question number references questionnaire.

[2] One-half of responses are below and one-half of responses are above.

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Table 7H. 1999 Accreditation Employee Survey Responses by Gender for Standard 8: Physical Resources (continued)

Question [1]	Men		Women		Total Employees	
	N	%	N	%	N	%
81. Classrooms are of adequate size for instruction and programs.						
Strongly Agree	28	17%	27	18%	57	18%
Mostly Agree	65	40%	57	38%	127	39%
Slightly Agree	32	20%	26	17%	61	19%
Slightly Disagree	15	9%	18	12%	36	11%
Mostly Disagree	12	7%	7	5%	20	6%
Strongly Disagree	9	6%	15	10%	24	7%
Typical (Median[2]) Response	Mostly Agree		Mostly Agree		Mostly Agree	
82. Laboratories are of adequate size for instruction and programs.						
Strongly Agree	20	14%	27	23%	49	19%
Mostly Agree	54	39%	36	31%	93	35%
Slightly Agree	34	25%	23	20%	59	22%
Slightly Disagree	12	9%	17	15%	31	12%
Mostly Disagree	8	6%	5	4%	15	6%
Strongly Disagree	10	7%	7	6%	17	6%
Typical (Median[2]) Response	Mostly Agree		Mostly Agree		Mostly Agree	
83. Parking lots are well-lighted and secure.						
Strongly Agree	36	22%	22	14%	60	18%
Mostly Agree	61	37%	56	36%	120	36%
Slightly Agree	33	20%	34	22%	70	21%
Slightly Disagree	20	12%	20	13%	44	13%
Mostly Disagree	6	4%	11	7%	18	5%
Strongly Disagree	9	5%	14	9%	23	7%
Typical (Median[2]) Response	Mostly Agree		Slightly Agree		Mostly Agree	

Note: Percentages may not sum to 100% due to rounding.

[1] Question number references questionnaire.

[2] One-half of responses are below and one-half of responses are above.

Table 7H. 1999 Accreditation Employee Survey Responses by Gender for Standard 8: Physical Resources (continued)

Question [1]	Men		Women		Total Employees	
	N	%	N	%	N	%
84. The amount of parking space is adequate on the campus.						
Strongly Agree	13	8%	14	9%	30	9%
Mostly Agree	35	21%	22	13%	57	17%
Slightly Agree	33	20%	29	18%	62	18%
Slightly Disagree	28	17%	24	15%	56	16%
Mostly Disagree	31	19%	21	13%	53	15%
Strongly Disagree	25	15%	54	33%	84	25%
Typical (Median[2]) Response	Slightly Disagree		Slightly Disagree		Slightly Disagree	
87. I am satisfied with the comfort and attractiveness of the buildings and grounds.						
Strongly Agree	39	23%	34	21%	78	22%
Mostly Agree	70	41%	59	36%	132	38%
Slightly Agree	28	17%	28	17%	60	17%
Slightly Disagree	17	10%	21	13%	39	11%
Mostly Disagree	10	6%	10	6%	22	6%
Strongly Disagree	5	3%	11	7%	16	5%
Typical (Median[2]) Response	Mostly Agree		Mostly Agree		Mostly Agree	
89. The management, maintenance, cleanliness and operation of the physical facilities is efficient and of a quality necessary to support programs and services.						
Strongly Agree	38	23%	30	19%	71	21%
Mostly Agree	56	34%	44	28%	103	31%
Slightly Agree	37	22%	40	25%	81	24%
Slightly Disagree	20	12%	21	13%	42	13%
Mostly Disagree	9	5%	10	6%	21	6%
Strongly Disagree	5	3%	12	8%	17	5%
Typical (Median[2]) Response	Mostly Agree		Slightly Agree		Mostly Agree	

Note: Percentages may not sum to 100% due to rounding.

[1] Question number references questionnaire.

[2] One-half of responses are below and one-half of responses are above.

Table 7I. 1999 Accreditation Employee Survey Responses by Gender for Standard 9: Financial Resources

Question [1]	Men		Women		Total Employees	
	N	%	N	%	N	%
Total Respondents	173	100%	169	100%	358	100%
85. The college strives to support innovation/ expansion in its programs.						
Strongly Agree	33	22%	31	24%	68	24%
Mostly Agree	46	31%	47	36%	96	33%
Slightly Agree	43	29%	28	22%	74	26%
Slightly Disagree	11	7%	14	11%	26	9%
Mostly Disagree	8	5%	7	5%	15	5%
Strongly Disagree	7	5%	2	2%	9	3%
Typical (Median[2]) Response	Mostly Agree		Mostly Agree		Mostly Agree	
86. The college budget reflects college priorities and planning goals.						
Strongly Agree	21	16%	14	14%	37	15%
Mostly Agree	36	27%	27	26%	63	26%
Slightly Agree	31	24%	30	29%	66	27%
Slightly Disagree	21	16%	17	17%	40	16%
Mostly Disagree	7	5%	6	6%	14	6%
Strongly Disagree	15	11%	9	9%	26	11%
Typical (Median[2]) Response	Slightly Agree		Slightly Agree		Slightly Agree	
88. The organization for administering HC's budget and finances is clearly defined.						
Strongly Agree	15	11%	9	9%	25	11%
Mostly Agree	32	24%	15	16%	48	20%
Slightly Agree	28	21%	22	23%	52	22%
Slightly Disagree	19	15%	21	22%	43	18%
Mostly Disagree	19	15%	10	10%	30	13%
Strongly Disagree	18	14%	19	20%	40	17%
Typical (Median[2]) Response	Slightly Agree		Slightly Disagree		Slightly Agree	

Note: Percentages may not sum to 100% due to rounding.

[1] Question number references questionnaire.

[2] One-half of responses are below and one-half of responses are above.

Table 7I. 1999 Accreditation Employee Survey Responses by Gender for Standard 9: Financial Resources (continued)

Question [1]	Men		Women		Total Employees	
	N	%	N	%	N	%
90. The college's overall use of financial resources is consistent with its educational goals.						
Strongly Agree	15	11%	13	13%	30	12%
Mostly Agree	47	35%	32	32%	80	33%
Slightly Agree	30	23%	24	24%	58	24%
Slightly Disagree	12	9%	12	12%	24	10%
Mostly Disagree	16	12%	7	7%	24	10%
Strongly Disagree	13	10%	11	11%	26	11%
Typical (Median[2]) Response	Slightly Agree		Slightly Agree		Slightly Agree	
91. College guidelines and processes for financial planning and budget development are clearly defined and followed.						
Strongly Agree	15	13%	7	9%	23	11%
Mostly Agree	35	29%	21	28%	59	29%
Slightly Agree	29	24%	17	23%	48	24%
Slightly Disagree	16	13%	10	13%	26	13%
Mostly Disagree	12	10%	11	15%	24	12%
Strongly Disagree	13	11%	9	12%	24	12%
Typical (Median[2]) Response	Slightly Agree		Slightly Agree		Slightly Agree	
92. The Board of Trustees has performed responsibly in overseeing the financial soundness of the district.						
Strongly Agree	18	15%	8	9%	28	13%
Mostly Agree	35	29%	29	34%	66	31%
Slightly Agree	22	18%	21	24%	44	20%
Slightly Disagree	16	13%	11	13%	29	13%
Mostly Disagree	13	11%	8	9%	21	10%
Strongly Disagree	17	14%	9	10%	27	13%
Typical (Median[2]) Response	Slightly Agree		Slightly Agree		Slightly Agree	

Note: Percentages may not sum to 100% due to rounding.

[1] Question number references questionnaire.

[2] One-half of responses are below and one-half of responses are above.

Table 7J. 1999 Accreditation Employee Survey Responses by Gender for Standard 10: Governance and Administration

Question [1]	Men		Women		Total Employees	
	N	%	N	%	N	%
Total Respondents	173	100%	169	100%	358	100%
74. In general, I am aware of the classified staff's role in various governing, planning, budgeting and policy making bodies at the college.						
Strongly Agree	25	20%	20	17%	47	18%
Mostly Agree	50	40%	42	35%	98	38%
Slightly Agree	21	17%	35	29%	58	23%
Slightly Disagree	15	12%	13	11%	28	11%
Mostly Disagree	6	5%	6	5%	12	5%
Strongly Disagree	8	6%	5	4%	14	5%
Typical (Median[2]) Response	Mostly Agree		Mostly Agree		Mostly Agree	
75. In general, I am aware of the students' role in various governing, planning, budgeting and policy making bodies at the college.						
Strongly Agree	17	13%	17	15%	35	14%
Mostly Agree	46	37%	37	32%	88	35%
Slightly Agree	30	24%	34	29%	67	26%
Slightly Disagree	17	13%	16	14%	34	13%
Mostly Disagree	9	7%	7	6%	16	6%
Strongly Disagree	7	6%	6	5%	14	6%
Typical (Median[2]) Response	Mostly Agree		Slightly Agree		Slightly Agree	
76. In general, I am aware of the faculty's role in various governing, planning, budgeting and policy making bodies at the college.						
Strongly Agree	28	20%	23	19%	53	20%
Mostly Agree	53	39%	44	36%	103	38%
Slightly Agree	31	23%	36	30%	68	25%
Slightly Disagree	13	9%	11	9%	25	9%
Mostly Disagree	6	4%	2	2%	8	3%
Strongly Disagree	6	4%	6	5%	13	5%
Typical (Median[2]) Response	Mostly Agree		Mostly Agree		Mostly Agree	

Note: Percentages may not sum to 100% due to rounding.

[1] Question number references questionnaire.

[2] One-half of responses are below and one-half of responses are above.

Table 7J. 1999 Accreditation Employee Survey Responses by Gender for Standard 10: Governance and Administration (continued)

Question [1]	Men		Women		Total Employees	
	N	%	N	%	N	%
77. The faculty exercise a substantial voice in matters related to educational programs, the hiring of faculty and other personnel, and institutional policies.						
Strongly Agree	20	15%	8	7%	28	11%
Mostly Agree	44	32%	40	35%	91	35%
Slightly Agree	30	22%	33	29%	66	25%
Slightly Disagree	15	11%	16	14%	31	12%
Mostly Disagree	10	7%	10	9%	21	8%
Strongly Disagree	18	13%	7	6%	26	10%
Typical (Median[2]) Response	Slightly Agree		Slightly Agree		Slightly Agree	
93. I have a substantive role in college governance and policy-making that relate to my areas of responsibility and expertise.						
Strongly Agree	15	11%	13	12%	29	11%
Mostly Agree	36	26%	20	18%	59	23%
Slightly Agree	21	15%	26	23%	50	19%
Slightly Disagree	16	12%	13	12%	29	11%
Mostly Disagree	16	12%	18	16%	35	13%
Strongly Disagree	34	25%	23	20%	59	23%
Typical (Median[2]) Response	Slightly Agree		Slightly Agree		Slightly Agree	
94. The Hartnell Board of Trustees makes responsible decisions and takes responsible actions that support and promote the missions and functions of the college.						
Strongly Agree	19	15%	16	16%	38	16%
Mostly Agree	36	28%	25	26%	63	26%
Slightly Agree	28	22%	26	27%	57	24%
Slightly Disagree	11	9%	17	17%	29	12%
Mostly Disagree	14	11%	6	6%	21	9%
Strongly Disagree	20	16%	8	8%	30	13%
Typical (Median[2]) Response	Slightly Agree		Slightly Agree		Slightly Agree	

Note: Percentages may not sum to 100% due to rounding.

[1] Question number references questionnaire.

[2] One-half of responses are below and one-half of responses are above.

Table 7J. 1999 Accreditation Employee Survey Responses by Gender for Standard 10: Governance and Administration (continued)

Question [1]	Men		Women		Total Employees	
	N	%	N	%	N	%
95. The Administration supports and uses a decision-making process which involves the persons who will be affected.						
Strongly Agree	22	16%	14	12%	38	15%
Mostly Agree	38	28%	30	26%	72	27%
Slightly Agree	31	23%	31	26%	63	24%
Slightly Disagree	19	14%	17	15%	37	14%
Mostly Disagree	14	10%	14	12%	29	11%
Strongly Disagree	10	7%	11	9%	23	9%
Typical (Median[2]) Response	Slightly Agree		Slightly Agree		Slightly Agree	
96. The Administration provides effective and efficient leadership and management which supports the college's mission.						
Strongly Agree	30	20%	16	11%	50	16%
Mostly Agree	54	35%	63	45%	122	40%
Slightly Agree	35	23%	34	24%	69	23%
Slightly Disagree	13	8%	13	9%	26	9%
Mostly Disagree	10	7%	8	6%	20	7%
Strongly Disagree	11	7%	7	5%	18	6%
Typical (Median[2]) Response	Mostly Agree		Mostly Agree		Mostly Agree	
97. The Administration provides effective leadership to define goals, develop plans and establish priorities for the institution.						
Strongly Agree	31	20%	21	15%	56	18%
Mostly Agree	55	35%	57	40%	115	37%
Slightly Agree	38	24%	39	28%	78	25%
Slightly Disagree	12	8%	8	6%	20	6%
Mostly Disagree	10	6%	10	7%	21	7%
Strongly Disagree	12	8%	6	4%	19	6%
Typical (Median[2]) Response	Mostly Agree		Mostly Agree		Mostly Agree	

Note: Percentages may not sum to 100% due to rounding.

[1] Question number references questionnaire.

[2] One-half of responses are below and one-half of responses are above.

Table 7J. 1999 Accreditation Employee Survey Responses by Gender for Standard 10: Governance and Administration (continued)

Question [1]	Men		Women		Total Employees	
	N	%	N	%	N	%
98. The Administration has established and utilizes effective methods of communication to exchange information in a timely and efficient manner.						
Strongly Agree	35	22%	21	14%	58	18%
Mostly Agree	45	29%	54	36%	103	33%
Slightly Agree	37	24%	31	21%	69	22%
Slightly Disagree	15	10%	21	14%	37	12%
Mostly Disagree	15	10%	12	8%	28	9%
Strongly Disagree	9	6%	10	7%	20	6%
Typical (Median[2]) Response	Mostly Agree		Mostly Agree		Mostly Agree	

Note: Percentages may not sum to 100% due to rounding.

[1] Question number references questionnaire.

[2] One-half of responses are below and one-half of responses are above.

Table 7K. 1999 Accreditation Employee Survey Responses by Gender for Miscellaneous Questions

Question [1]	Men		Women		Total Employees	
	N	%	N	%	N	%
Total Respondents	173	100%	169	100%	358	100%
99. Overall, how would you assess the campus climate/environment at HC for employees?						
Excellent	31	18%	19	12%	51	15%
Very Good	51	30%	59	36%	112	33%
Good	33	20%	40	24%	78	23%
Fair	27	16%	24	15%	54	15%
Poor	26	15%	22	13%	49	14%
Typical (Median[2]) Response	Good		Good		Good	
100. How effective is HC in promoting employee diversity?						
Excellent	36	24%	20	13%	57	18%
Very Good	43	28%	62	41%	109	35%
Good	45	30%	34	23%	84	27%
Fair	20	13%	25	17%	45	14%
Poor	7	5%	9	6%	16	5%
Typical (Median[2]) Response	Very Good		Very Good		Very Good	
101. Overall, how would you assess the campus climate/environment at HC for students?						
Excellent	27	16%	20	13%	48	14%
Very Good	74	44%	68	43%	151	45%
Good	51	30%	45	28%	96	28%
Fair	9	5%	22	14%	32	9%
Poor	7	4%	4	3%	11	3%
Typical (Median[2]) Response	Very Good		Very Good		Very Good	

Note: Percentages may not sum to 100% due to rounding.

[1] Question number references questionnaire.

[2] One-half of responses are below and one-half of responses are above.

Table 7K. 1999 Accreditation Employee Survey Responses by Gender for Miscellaneous Questions (continued)

Question [1]	Men		Women		Total Employees	
	N	%	N	%	N	%
102. How effective is HC in promoting student diversity?						
Excellent	41	27%	30	20%	72	23%
Very Good	58	38%	58	38%	121	38%
Good	33	21%	39	25%	76	24%
Fair	17	11%	20	13%	37	12%
Poor	5	3%	6	4%	11	3%
Typical (Median[2]) Response	Very Good		Very Good		Very Good	

Note: Percentages may not sum to 100% due to rounding.

[1] Question number references questionnaire.

[2] One-half of responses are below and one-half of responses are above.

IR&P CM/LI/DC 6/21/00 c:\Documents\Accreditation\Employee 07 Gender Quant Summary, Standards 1-11.xls

Table 8.

Responses by Employment Status

Table 8A. 1999 Accreditation Employee Survey Responses by Employment Status for Standard 1: Institutional Mission

Question [1]	Permanent		Temporary		Total Employees	
	N	%	N	%	N	%
Total Respondents	188	100%	159	100%	358	100%
1. I am personally treated with respect at this college.						
Strongly Agree	48	26%	77	52%	129	37%
Mostly Agree	88	47%	60	40%	151	44%
Slightly Agree	17	9%	9	6%	28	8%
Slightly Disagree	9	5%	3	2%	12	3%
Mostly Disagree	11	6%	0	0%	12	3%
Strongly Disagree	15	8%	0	0%	15	4%
Typical (Median[2]) Response	Mostly Agree		Strongly Agree		Mostly Agree	
2. Staff are concerned about student academic success.						
Strongly Agree	60	32%	75	50%	138	40%
Mostly Agree	99	53%	61	40%	167	48%
Slightly Agree	13	7%	14	9%	27	8%
Slightly Disagree	6	3%	1	1%	7	2%
Mostly Disagree	7	4%	0	0%	7	2%
Strongly Disagree	1	1%	0	0%	1	<1%
Typical (Median[2]) Response	Mostly Agree		Mostly Agree		Mostly Agree	
3. Hartnell College (HC) is committed to high standards of teaching.						
Strongly Agree	51	28%	62	41%	116	34%
Mostly Agree	87	47%	62	41%	153	44%
Slightly Agree	32	17%	21	14%	55	16%
Slightly Disagree	2	1%	5	3%	8	2%
Mostly Disagree	9	5%	1	1%	10	3%
Strongly Disagree	3	2%	0	0%	3	1%
Typical (Median[2]) Response	Mostly Agree		Mostly Agree		Mostly Agree	

Note: Percentages may not sum to 100% due to rounding.

[1] Question number references questionnaire.

[2] One-half of responses are below and one-half of responses are above.

Table 8A. 1999 Accreditation Employee Survey Responses by Employment Status for Standard 1: Institutional Mission (continued)

Question [1]	Permanent		Temporary		Total Employees	
	N	%	N	%	N	%
4. Classified staff make an extra effort to assist students, faculty and other staff.						
Strongly Agree	72	40%	56	40%	130	39%
Mostly Agree	85	47%	68	49%	160	48%
Slightly Agree	14	8%	12	9%	26	8%
Slightly Disagree	6	3%	3	2%	9	3%
Mostly Disagree	4	2%	0	0%	4	1%
Strongly Disagree	0	0%	1	1%	1	<1%
Typical (Median[2]) Response	Mostly Agree		Mostly Agree		Mostly Agree	
6. The programs and services of HC provide fair and ethical treatment of its entire population.						
Strongly Agree	41	23%	49	39%	92	30%
Mostly Agree	80	45%	59	47%	144	46%
Slightly Agree	27	15%	14	11%	42	14%
Slightly Disagree	12	7%	3	2%	16	5%
Mostly Disagree	9	5%	0	0%	9	3%
Strongly Disagree	8	5%	0	0%	8	3%
Typical (Median[2]) Response	Mostly Agree		Mostly Agree		Mostly Agree	
7. Employees promote the development of a diverse educational and cultural campus environment.						
Strongly Agree	44	24%	55	38%	101	30%
Mostly Agree	83	46%	66	46%	155	46%
Slightly Agree	33	18%	20	14%	54	16%
Slightly Disagree	12	7%	1	1%	13	4%
Mostly Disagree	4	2%	2	1%	6	2%
Strongly Disagree	6	3%	0	0%	6	2%
Typical (Median[2]) Response	Mostly Agree		Mostly Agree		Mostly Agree	

Note: Percentages may not sum to 100% due to rounding.

[1] Question number references questionnaire.

[2] One-half of responses are below and one-half of responses are above.

Table 8A. 1999 Accreditation Employee Survey Responses by Employment Status for Standard 1: Institutional Mission (continued)

Question [1]	Permanent		Temporary		Total Employees	
	N	%	N	%	N	%
8. My senate or representative council has sufficient opportunities to provide input into college decisions.						
Strongly Agree	25	16%	16	20%	41	17%
Mostly Agree	54	35%	33	41%	91	38%
Slightly Agree	46	30%	17	21%	64	26%
Slightly Disagree	13	8%	7	9%	21	9%
Mostly Disagree	6	4%	5	6%	11	5%
Strongly Disagree	10	6%	3	4%	14	6%
Typical (Median[2]) Response	Mostly Agree		Mostly Agree		Mostly Agree	
9. HC is a facilitator of change for its communities.						
Strongly Agree	33	19%	39	30%	74	24%
Mostly Agree	65	37%	57	44%	126	40%
Slightly Agree	41	23%	27	21%	70	22%
Slightly Disagree	21	12%	2	2%	23	7%
Mostly Disagree	9	5%	4	3%	13	4%
Strongly Disagree	7	4%	0	0%	7	2%
Typical (Median[2]) Response	Mostly Agree		Mostly Agree		Mostly Agree	
10. HC excels in the recruitment of students.						
Strongly Agree	15	9%	25	22%	41	14%
Mostly Agree	57	34%	42	36%	103	36%
Slightly Agree	43	26%	36	31%	81	28%
Slightly Disagree	30	18%	10	9%	40	14%
Mostly Disagree	17	10%	1	1%	18	6%
Strongly Disagree	5	3%	2	2%	7	2%
Typical (Median[2]) Response	Slightly Agree		Mostly Agree		Slightly Agree	

Note: Percentages may not sum to 100% due to rounding.

[1] Question number references questionnaire.

[2] One-half of responses are below and one-half of responses are above.

Table 8A. 1999 Accreditation Employee Survey Responses by Employment Status for Standard 1: Institutional Mission (continued)

Question [1]	Permanent		Temporary		Total Employees	
	N	%	N	%	N	%
11. It is important that there is proportional representation of gender and ethnicity between students and college personnel.						
Strongly Agree	61	33%	58	38%	121	35%
Mostly Agree	53	28%	37	24%	93	27%
Slightly Agree	35	19%	31	20%	69	20%
Slightly Disagree	19	10%	7	5%	26	7%
Mostly Disagree	10	5%	9	6%	20	6%
Strongly Disagree	8	4%	10	7%	18	5%
Typical (Median[2]) Response	Mostly Agree		Mostly Agree		Mostly Agree	
12. Programs and courses are offered in a manner that ensures students the opportunity to complete the entire program as announced in a reasonable amount of time.						
Strongly Agree	34	20%	48	33%	83	25%
Mostly Agree	71	41%	69	47%	146	44%
Slightly Agree	40	23%	19	13%	61	18%
Slightly Disagree	11	6%	7	5%	18	5%
Mostly Disagree	9	5%	2	1%	11	3%
Strongly Disagree	9	5%	2	1%	11	3%
Typical (Median[2]) Response	Mostly Agree		Mostly Agree		Mostly Agree	
13. HC excels in the retention of students.						
Strongly Agree	11	6%	14	14%	25	9%
Mostly Agree	47	28%	40	40%	94	34%
Slightly Agree	51	30%	30	30%	81	29%
Slightly Disagree	36	21%	10	10%	46	17%
Mostly Disagree	14	8%	3	3%	17	6%
Strongly Disagree	11	6%	2	2%	13	5%
Typical (Median[2]) Response	Slightly Agree		Mostly Agree		Slightly Agree	

Note: Percentages may not sum to 100% due to rounding.

[1] Question number references questionnaire.

[2] One-half of responses are below and one-half of responses are above.

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Table 8A. 1999 Accreditation Employee Survey Responses by Employment Status for Standard 1: Institutional Mission (continued)

Question [1]	Permanent		Temporary		Total Employees	
	N	%	N	%	N	%
14. HC excels in the placement of students.						
Strongly Agree	13	8%	14	15%	27	11%
Mostly Agree	41	27%	35	38%	82	33%
Slightly Agree	38	25%	27	30%	66	26%
Slightly Disagree	25	16%	9	10%	34	13%
Mostly Disagree	25	16%	6	7%	32	13%
Strongly Disagree	11	7%	0	0%	11	4%
Typical (Median[2]) Response	Slightly Agree		Mostly Agree		Slightly Agree	
15. HC faculty present material fairly and objectively, while distinguishing between fact and opinion.						
Strongly Agree	22	14%	28	26%	51	19%
Mostly Agree	87	56%	54	51%	145	54%
Slightly Agree	26	17%	18	17%	45	17%
Slightly Disagree	11	7%	4	4%	15	6%
Mostly Disagree	2	1%	1	1%	4	1%
Strongly Disagree	8	5%	1	1%	9	3%
Typical (Median[2]) Response	Mostly Agree		Mostly Agree		Mostly Agree	
28. I have had sufficient opportunity to participate in the planning process at Hartnell College.						
Strongly Agree	31	18%	24	20%	56	19%
Mostly Agree	56	33%	31	26%	87	29%
Slightly Agree	39	23%	23	19%	65	22%
Slightly Disagree	17	10%	10	8%	29	10%
Mostly Disagree	12	7%	17	14%	29	10%
Strongly Disagree	17	10%	16	13%	34	11%
Typical (Median[2]) Response	Mostly Agree		Slightly Agree		Slightly Agree	

Note: Percentages may not sum to 100% due to rounding.

[1] Question number references questionnaire.

[2] One-half of responses are below and one-half of responses are above.

Table 8A. 1999 Accreditation Employee Survey Responses by Employment Status for Standard 1: Institutional Mission (continued)

Question [1]	Permanent		Temporary		Total Employees	
	N	%	N	%	N	%
30. College-wide and unit planning are linked to resource allocation.						
Strongly Agree	12	9%	12	20%	24	12%
Mostly Agree	44	31%	33	55%	78	38%
Slightly Agree	40	29%	6	10%	48	23%
Slightly Disagree	18	13%	7	12%	27	13%
Mostly Disagree	12	9%	2	3%	14	7%
Strongly Disagree	14	10%	0	0%	15	7%
Typical (Median[2]) Response	Slightly Agree		Mostly Agree		Slightly Agree	
44. The college has clearly defined processes for reviewing all of its educational programs.						
Strongly Agree	17	12%	22	24%	39	16%
Mostly Agree	51	36%	35	39%	88	37%
Slightly Agree	38	27%	22	24%	63	26%
Slightly Disagree	20	14%	6	7%	26	11%
Mostly Disagree	11	8%	5	6%	17	7%
Strongly Disagree	6	4%	0	0%	7	3%
Typical (Median[2]) Response	Slightly Agree		Mostly Agree		Mostly Agree	
86. The college budget reflects college priorities and planning goals.						
Strongly Agree	17	11%	19	23%	37	15%
Mostly Agree	36	23%	27	33%	63	26%
Slightly Agree	45	28%	20	24%	66	27%
Slightly Disagree	29	18%	9	11%	40	16%
Mostly Disagree	10	6%	3	4%	14	6%
Strongly Disagree	21	13%	4	5%	26	11%
Typical (Median[2]) Response	Slightly Agree		Mostly Agree		Slightly Agree	

Note: Percentages may not sum to 100% due to rounding.

[1] Question number references questionnaire.

[2] One-half of responses are below and one-half of responses are above.

Table 8A. 1999 Accreditation Employee Survey Responses by Employment Status for Standard 1: Institutional Mission (continued)

Question [1]	Permanent		Temporary		Total Employees	
	N	%	N	%	N	%
91. College guidelines and processes for financial planning and budget development are clearly defined and followed.						
Strongly Agree	8	6%	15	25%	23	11%
Mostly Agree	37	27%	21	34%	59	29%
Slightly Agree	32	23%	15	25%	48	24%
Slightly Disagree	20	15%	5	8%	26	13%
Mostly Disagree	18	13%	5	8%	24	12%
Strongly Disagree	22	16%	0	0%	24	12%
Typical (Median[2]) Response	**Slightly Agree**		**Mostly Agree**		**Slightly Agree**	

Note: Percentages may not sum to 100% due to rounding.

[1] Question number references questionnaire.

[2] One-half of responses are below and one-half of responses are above.

Table 8B. 1999 Accreditation Employee Survey Responses by Employment Status for Standard 2: Institutional Integrity

Question [1]	Permanent		Temporary		Total Employees	
	N	%	N	%	N	%
Total Respondents	188	100%	159	100%	358	100%
1. I am personally treated with respect at this college.						
Strongly Agree	48	26%	77	52%	129	37%
Mostly Agree	88	47%	60	40%	151	44%
Slightly Agree	17	9%	9	6%	28	8%
Slightly Disagree	9	5%	3	2%	12	3%
Mostly Disagree	11	6%	0	0%	12	3%
Strongly Disagree	15	8%	0	0%	15	4%
Typical (Median[2]) Response	Mostly Agree		Strongly Agree		Mostly Agree	
5. HC demonstrates honesty and integrity in its athletic program.						
Strongly Agree	32	29%	21	40%	53	32%
Mostly Agree	55	49%	23	44%	82	49%
Slightly Agree	17	15%	8	15%	25	15%
Slightly Disagree	2	2%	0	0%	2	1%
Mostly Disagree	3	3%	0	0%	3	2%
Strongly Disagree	3	3%	0	0%	3	2%
Typical (Median[2]) Response	Mostly Agree		Mostly Agree		Mostly Agree	
15. HC faculty present material fairly and objectively while distinguishing between fact and opinion.						
Strongly Agree	22	14%	28	26%	51	19%
Mostly Agree	87	56%	54	51%	145	54%
Slightly Agree	26	17%	18	17%	45	17%
Slightly Disagree	11	7%	4	4%	15	6%
Mostly Disagree	2	1%	1	1%	4	1%
Strongly Disagree	8	5%	1	1%	9	3%
Typical (Median[2]) Response	Mostly Agree		Mostly Agree		Mostly Agree	

Note: Percentages may not sum to 100% due to rounding.

[1] Question number references questionnaire.

[2] One-half of responses are below and one-half of responses are above.

Table 8B. 1999 Accreditation Employee Survey Responses by Employment Status for Standard 2: Institutional Integrity (continued)

Question [1]	Permanent		Temporary		Total Employees	
	N	%	N	%	N	%
16. A typical "A" grade given at HC represents excellent student achievement.						
Strongly Agree	36	21%	45	34%	83	27%
Mostly Agree	81	48%	63	47%	150	48%
Slightly Agree	24	14%	14	11%	39	13%
Slightly Disagree	10	6%	8	6%	18	6%
Mostly Disagree	11	7%	1	1%	13	4%
Strongly Disagree	6	4%	2	2%	8	3%
Typical (Median[2]) Response	Mostly Agree		Mostly Agree		Mostly Agree	
17. Classified staff are treated respectfully by administrators.						
Strongly Agree	24	15%	42	36%	66	23%
Mostly Agree	74	46%	55	47%	131	46%
Slightly Agree	30	19%	16	14%	48	17%
Slightly Disagree	17	10%	0	0%	18	6%
Mostly Disagree	6	4%	2	2%	8	3%
Strongly Disagree	11	7%	1	1%	12	4%
Typical (Median[2]) Response	Mostly Agree		Mostly Agree		Mostly Agree	
18. Classified staff are treated respectfully by faculty.						
Strongly Agree	32	18%	51	40%	83	26%
Mostly Agree	86	48%	57	44%	148	47%
Slightly Agree	35	20%	14	11%	50	16%
Slightly Disagree	15	8%	5	4%	21	7%
Mostly Disagree	4	2%	2	2%	6	2%
Strongly Disagree	7	4%	0	0%	7	2%
Typical (Median[2]) Response	Mostly Agree		Mostly Agree		Mostly Agree	

Note: Percentages may not sum to 100% due to rounding.

[1] Question number references questionnaire.

[2] One-half of responses are below and one-half of responses are above.

Table 8B. 1999 Accreditation Employee Survey Responses by Employment Status for Standard 2: Institutional Integrity (continued)

Question [1]	Permanent		Temporary		Total Employees	
	N	%	N	%	N	%
20. HC's administration handles grievances fairly.						
Strongly Agree	16	12%	17	24%	33	15%
Mostly Agree	34	25%	28	39%	65	30%
Slightly Agree	34	25%	16	22%	53	24%
Slightly Disagree	20	14%	6	8%	26	12%
Mostly Disagree	14	10%	3	4%	17	8%
Strongly Disagree	20	14%	2	3%	23	11%
Typical (Median[2]) Response	**Slightly Agree**		**Mostly Agree**		**Slightly Agree**	
21. Written policies ensuring fairness are adhered to in employment procedures.						
Strongly Agree	25	16%	34	34%	59	22%
Mostly Agree	60	38%	42	42%	106	40%
Slightly Agree	27	17%	12	12%	40	15%
Slightly Disagree	16	10%	7	7%	23	9%
Mostly Disagree	14	9%	1	1%	15	6%
Strongly Disagree	18	11%	3	3%	22	8%
Typical (Median[2]) Response	**Mostly Agree**		**Mostly Agree**		**Mostly Agree**	
25. At HC, there is a positive environment in which faculty are treated with respect.						
Strongly Agree	31	18%	53	35%	85	25%
Mostly Agree	48	27%	53	35%	103	31%
Slightly Agree	32	18%	23	15%	58	17%
Slightly Disagree	14	8%	13	9%	27	8%
Mostly Disagree	22	12%	3	2%	26	8%
Strongly Disagree	30	17%	5	3%	37	11%
Typical (Median[2]) Response	**Slightly Agree**		**Mostly Agree**		**Mostly Agree**	

Note: Percentages may not sum to 100% due to rounding.

[1] Question number references questionnaire.

[2] One-half of responses are below and one-half of responses are above.

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Table 8B. 1999 Accreditation Employee Survey Responses by Employment Status for Standard 2: Institutional Integrity (continued)

Question [1]	Permanent		Temporary		Total Employees	
	N	%	N	%	N	%
26. The integrity of the teaching process is protected at HC.						
Strongly Agree	36	21%	59	42%	96	30%
Mostly Agree	64	38%	54	38%	121	38%
Slightly Agree	28	17%	21	15%	51	16%
Slightly Disagree	24	14%	6	4%	30	9%
Mostly Disagree	9	5%	1	1%	13	4%
Strongly Disagree	7	4%	1	1%	8	3%
Typical (Median[2]) Response	Mostly Agree		Mostly Agree		Mostly Agree	
27. The college is committed to high standards of teaching.						
Strongly Agree	38	21%	60	41%	100	30%
Mostly Agree	74	41%	47	32%	124	37%
Slightly Agree	36	20%	25	17%	62	18%
Slightly Disagree	14	8%	10	7%	24	7%
Mostly Disagree	9	5%	6	4%	18	5%
Strongly Disagree	9	5%	0	0%	9	3%
Typical (Median[2]) Response	Mostly Agree		Mostly Agree		Mostly Agree	
29. Information in Hartnell College publications is accurate.						
Strongly Agree	22	13%	42	32%	65	21%
Mostly Agree	77	46%	61	47%	139	46%
Slightly Agree	36	21%	18	14%	56	18%
Slightly Disagree	20	12%	4	3%	26	9%
Mostly Disagree	7	4%	4	3%	11	4%
Strongly Disagree	6	4%	1	1%	8	3%
Typical (Median[2]) Response	Mostly Agree		Mostly Agree		Mostly Agree	

Note: Percentages may not sum to 100% due to rounding.

[1] Question number references questionnaire.

[2] One-half of responses are below and one-half of responses are above.

Table 8C. 1999 Accreditation Employee Survey Responses by Employment Status for Standard 3: Institutional Effectiveness

Question [1]	Permanent		Temporary		Total Employees	
	N	%	N	%	N	%
Total Respondents	188	100%	159	100%	358	100%
19. Hartnell College adequately publicizes the planning process.						
Strongly Agree	28	16%	39	31%	67	22%
Mostly Agree	57	33%	47	38%	108	36%
Slightly Agree	49	29%	27	22%	78	26%
Slightly Disagree	19	11%	7	6%	26	9%
Mostly Disagree	6	4%	4	3%	10	3%
Strongly Disagree	12	7%	1	1%	14	5%
Typical (Median[2]) Response	Slightly Agree		Mostly Agree		Mostly Agree	
22. HC provides sufficient resources to conduct effective institutional research and program evaluation studies.						
Strongly Agree	25	16%	23	23%	49	19%
Mostly Agree	48	32%	35	36%	87	34%
Slightly Agree	40	26%	25	26%	67	26%
Slightly Disagree	22	14%	7	7%	29	11%
Mostly Disagree	9	6%	5	5%	14	5%
Strongly Disagree	8	5%	3	3%	11	4%
Typical (Median[2]) Response	Slightly Agree		Mostly Agree		Mostly Agree	
23. Evaluation results from Program and Services Review are used to improve instructional programs and support services.						
Strongly Agree	12	9%	22	26%	34	15%
Mostly Agree	38	28%	37	44%	76	33%
Slightly Agree	40	29%	17	20%	59	26%
Slightly Disagree	20	15%	7	8%	28	12%
Mostly Disagree	13	9%	1	1%	15	7%
Strongly Disagree	14	10%	1	1%	16	7%
Typical (Median[2]) Response	Slightly Agree		Mostly Agree		Slightly Agree	

Note: Percentages may not sum to 100% due to rounding.

[1] Question number references questionnaire.

[2] One-half of responses are below and one-half of responses are above.

Table 8C. 1999 Accreditation Employee Survey Responses by Employment Status for Standard 3: Institutional Effectiveness (continued)

Question [1]	Permanent		Temporary		Total Employees	
	N	%	N	%	N	%
24. HC effectively evaluates how well it accomplishes its mission and purposes.						
Strongly Agree	13	8%	26	25%	40	15%
Mostly Agree	46	29%	39	38%	87	32%
Slightly Agree	45	28%	29	28%	75	28%
Slightly Disagree	24	15%	6	6%	31	11%
Mostly Disagree	16	10%	4	4%	23	8%
Strongly Disagree	15	9%	0	0%	15	6%
Typical (Median[2]) Response	Slightly Agree		Mostly Agree		Slightly Agree	
28. I have had sufficient opportunity to participate in the planning process at HC.						
Strongly Agree	31	18%	24	20%	56	19%
Mostly Agree	56	33%	31	26%	87	29%
Slightly Agree	39	23%	23	19%	65	22%
Slightly Disagree	17	10%	10	8%	29	10%
Mostly Disagree	12	7%	17	14%	29	10%
Strongly Disagree	17	10%	16	13%	34	11%
Typical (Median[2]) Response	Mostly Agree		Slightly Agree		Slightly Agree	
30. College-wide and unit planning are linked to resource allocation.						
Strongly Agree	12	9%	12	20%	24	12%
Mostly Agree	44	31%	33	55%	78	38%
Slightly Agree	40	29%	6	10%	48	23%
Slightly Disagree	18	13%	7	12%	27	13%
Mostly Disagree	12	9%	2	3%	14	7%
Strongly Disagree	14	10%	0	0%	15	7%
Typical (Median[2]) Response	Slightly Agree		Mostly Agree		Slightly Agree	

Note: Percentages may not sum to 100% due to rounding.

[1] Question number references questionnaire.

[2] One-half of responses are below and one-half of responses are above.

Table 8D. 1999 Accreditation Employee Survey Responses by Employment Status for Standard 4: Educational Programs

Question [1]	Permanent		Temporary		Total Employees	
	N	%	N	%	N	%
Total Respondents	188	100%	159	100%	358	100%
12. Programs and courses are offered in a manner that ensures students the opportunity to complete the entire program as announced in a reasonable amount of time.						
Strongly Agree	34	20%	48	33%	83	25%
Mostly Agree	71	41%	69	47%	146	44%
Slightly Agree	40	23%	19	13%	61	18%
Slightly Disagree	11	6%	7	5%	18	5%
Mostly Disagree	9	5%	2	1%	11	3%
Strongly Disagree	9	5%	2	1%	11	3%
Typical (Median[2]) Response	Mostly Agree		Mostly Agree		Mostly Agree	
29. Information in HC publications is accurate.						
Strongly Agree	22	13%	42	32%	65	21%
Mostly Agree	77	46%	61	47%	139	46%
Slightly Agree	36	21%	18	14%	56	18%
Slightly Disagree	20	12%	4	3%	26	9%
Mostly Disagree	7	4%	4	3%	11	4%
Strongly Disagree	6	4%	1	1%	8	3%
Typical (Median[2]) Response	Mostly Agree		Mostly Agree		Mostly Agree	
31. The college meets the varied educational needs of its students.						
Strongly Agree	18	10%	31	21%	49	15%
Mostly Agree	77	44%	77	53%	160	49%
Slightly Agree	51	29%	27	19%	78	24%
Slightly Disagree	15	9%	7	5%	23	7%
Mostly Disagree	7	4%	3	2%	11	3%
Strongly Disagree	7	4%	0	0%	7	2%
Typical (Median[2]) Response	Mostly Agree		Mostly Agree		Mostly Agree	

Note: Percentages may not sum to 100% due to rounding.

[1] Question number references questionnaire.

[2] One-half of responses are below and one-half of responses are above.

Table 8D. 1999 Accreditation Employee Survey Responses by Employment Status for Standard 4: Educational Programs (continued)

Question [1]	Permanent		Temporary		Total Employees	
	N	%	N	%	N	%
32. The general education program is based on a clear philosophy and rationale.						
Strongly Agree	23	14%	41	33%	64	21%
Mostly Agree	74	44%	53	42%	131	44%
Slightly Agree	39	23%	26	21%	67	22%
Slightly Disagree	16	10%	4	3%	21	7%
Mostly Disagree	8	5%	0	0%	9	3%
Strongly Disagree	8	5%	1	1%	9	3%
Typical (Median[2]) Response	Mostly Agree		Mostly Agree		Mostly Agree	
35. The college's processes of curriculum and program development ensure high quality instructional programs.						
Strongly Agree	26	16%	38	28%	65	21%
Mostly Agree	69	42%	57	42%	130	42%
Slightly Agree	35	21%	27	20%	64	21%
Slightly Disagree	17	10%	12	9%	29	9%
Mostly Disagree	9	5%	2	1%	13	4%
Strongly Disagree	9	5%	1	1%	10	3%
Typical (Median[2]) Response	Mostly Agree		Mostly Agree		Mostly Agree	
36. The college uses a range of delivery systems and modes of instruction compatible with student needs.						
Strongly Agree	27	16%	37	28%	65	21%
Mostly Agree	75	44%	64	48%	144	46%
Slightly Agree	45	27%	23	17%	69	22%
Slightly Disagree	14	8%	8	6%	22	7%
Mostly Disagree	4	2%	2	1%	7	2%
Strongly Disagree	4	2%	0	0%	4	1%
Typical (Median[2]) Response	Mostly Agree		Mostly Agree		Mostly Agree	

Note: Percentages may not sum to 100% due to rounding.

[1] Question number references questionnaire.

[2] One-half of responses are below and one-half of responses are above.

Table 8D. 1999 Accreditation Employee Survey Responses by Employment Status for Standard 4: Educational Programs (continued)

Question [1]	Permanent		Temporary		Total Employees	
	N	%	N	%	N	%
38. The institution identifies expected learning outcomes for its degree and certificate programs.						
Strongly Agree	23	16%	33	27%	58	21%
Mostly Agree	66	45%	59	48%	127	46%
Slightly Agree	32	22%	24	20%	58	21%
Slightly Disagree	10	7%	6	5%	17	6%
Mostly Disagree	6	4%	1	1%	8	3%
Strongly Disagree	11	7%	0	0%	11	4%
Typical (Median[2]) Response	Mostly Agree		Mostly Agree		Mostly Agree	
44. The college has clearly defined processes for reviewing all of its educational programs.						
Strongly Agree	17	12%	22	24%	39	16%
Mostly Agree	51	36%	35	39%	88	37%
Slightly Agree	38	27%	22	24%	63	26%
Slightly Disagree	20	14%	6	7%	26	11%
Mostly Disagree	11	8%	5	6%	17	7%
Strongly Disagree	6	4%	0	0%	7	3%
Typical (Median[2]) Response	Slightly Agree		Mostly Agree		Mostly Agree	

Note: Percentages may not sum to 100% due to rounding.

[1] Question number references questionnaire.

[2] One-half of responses are below and one-half of responses are above.

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Table 8E. 1999 Accreditation Employee Survey Responses by Employment Status for Standard 5: Student Support and Development

Question [1]	Permanent		Temporary		Total Employees	
	N	%	N	%	N	%
Total Respondents	188	100%	159	100%	358	100%
28. I have had sufficient opportunity to participate in the planning process at HC.						
Strongly Agree	31	18%	24	20%	56	19%
Mostly Agree	56	33%	31	26%	87	29%
Slightly Agree	39	23%	23	19%	65	22%
Slightly Disagree	17	10%	10	8%	29	10%
Mostly Disagree	12	7%	17	14%	29	10%
Strongly Disagree	17	10%	16	13%	34	11%
Typical (Median[2]) Response	Mostly Agree		Slightly Agree		Slightly Agree	
33. I am aware of HC's articulation agreements with the local high schools.						
Strongly Agree	18	12%	17	18%	36	14%
Mostly Agree	53	35%	33	35%	87	35%
Slightly Agree	41	27%	17	18%	60	24%
Slightly Disagree	15	10%	7	8%	23	9%
Mostly Disagree	12	8%	12	13%	25	10%
Strongly Disagree	12	8%	7	8%	19	8%
Typical (Median[2]) Response	Slightly Agree		Mostly Agree		Slightly Agree	
34. Gender and ethnic diversity among students is valued at HC.						
Strongly Agree	57	31%	63	42%	121	35%
Mostly Agree	79	43%	70	47%	157	46%
Slightly Agree	24	13%	14	9%	38	11%
Slightly Disagree	14	8%	3	2%	17	5%
Mostly Disagree	4	2%	0	0%	4	1%
Strongly Disagree	5	3%	0	0%	5	1%
Typical (Median[2]) Response	Mostly Agree		Mostly Agree		Mostly Agree	

Note: Percentages may not sum to 100% due to rounding.

[1] Question number references questionnaire.

[2] One-half of responses are below and one-half of responses are above.

Table 8E. 1999 Accreditation Employee Survey Responses by Employment Status for Standard 5: Student Support and Development (continued)

Question [1]	Permanent		Temporary		Total Employees	
	N	%	N	%	N	%
39. Students from gender and ethnic diverse backgrounds are treated with respect at HC.						
Strongly Agree	54	30%	61	42%	116	35%
Mostly Agree	87	48%	65	45%	158	47%
Slightly Agree	19	10%	18	12%	38	11%
Slightly Disagree	12	7%	1	1%	13	4%
Mostly Disagree	3	2%	0	0%	3	1%
Strongly Disagree	6	3%	0	0%	6	2%
Typical (Median[2]) Response	Mostly Agree		Mostly Agree		Mostly Agree	
40. The needs of the students are considered when decisions are made to add or delete programs or courses at HC.						
Strongly Agree	19	11%	31	26%	50	17%
Mostly Agree	63	38%	47	40%	115	39%
Slightly Agree	32	19%	22	19%	55	19%
Slightly Disagree	20	12%	10	8%	32	11%
Mostly Disagree	17	10%	5	4%	22	7%
Strongly Disagree	17	10%	3	3%	20	7%
Typical (Median[2]) Response	Slightly Agree		Mostly Agree		Mostly Agree	
41. HC's off-campus programs are adequate to address the needs of students who would otherwise have difficulty attending on-campus classes.						
Strongly Agree	20	13%	23	23%	43	17%
Mostly Agree	40	27%	42	42%	85	34%
Slightly Agree	39	26%	14	14%	54	21%
Slightly Disagree	25	17%	11	11%	36	14%
Mostly Disagree	15	10%	8	8%	23	9%
Strongly Disagree	10	7%	1	1%	11	4%
Typical (Median[2]) Response	Slightly Agree		Mostly Agree		Mostly Agree	

Note: Percentages may not sum to 100% due to rounding.

[1] Question number references questionnaire.

[2] One-half of responses are below and one-half of responses are above.

Table 8E. 1999 Accreditation Employee Survey Responses by Employment Status for Standard 5: Student Support and Development (continued)

Question [1]	Permanent		Temporary		Total Employees	
	N	%	N	%	N	%
42. I am aware of HC's articulation agreements with four-year colleges or universities.						
Strongly Agree	34	21%	38	40%	73	28%
Mostly Agree	61	38%	33	34%	95	36%
Slightly Agree	42	26%	17	18%	60	23%
Slightly Disagree	11	7%	2	2%	14	5%
Mostly Disagree	5	3%	2	2%	9	3%
Strongly Disagree	8	5%	4	4%	12	5%
Typical (Median[2]) Response	Mostly Agree		Mostly Agree		Mostly Agree	
43. There are sufficient knowledgeable HC staff to provide effective student services.						
Strongly Agree	29	17%	41	31%	71	22%
Mostly Agree	79	45%	62	46%	145	46%
Slightly Agree	42	24%	23	17%	66	21%
Slightly Disagree	13	7%	6	4%	20	6%
Mostly Disagree	6	3%	2	1%	8	3%
Strongly Disagree	6	3%	0	0%	6	2%
Typical (Median[2]) Response	Mostly Agree		Mostly Agree		Mostly Agree	
45. There are sufficient knowledgeable HC staff to provide effective learning resources.						
Strongly Agree	30	18%	43	33%	74	24%
Mostly Agree	70	41%	58	45%	133	43%
Slightly Agree	44	26%	18	14%	63	20%
Slightly Disagree	16	9%	9	7%	25	8%
Mostly Disagree	4	2%	2	2%	7	2%
Strongly Disagree	7	4%	0	0%	7	2%
Typical (Median[2]) Response	Mostly Agree		Mostly Agree		Mostly Agree	

Note: Percentages may not sum to 100% due to rounding.

[1] Question number references questionnaire.

[2] One-half of responses are below and one-half of responses are above.

Table 8E. 1999 Accreditation Employee Survey Responses by Employment Status for Standard 5: Student Support and Development (continued)

Question [1]	Permanent		Temporary		Total Employees	
	N	%	N	%	N	%
47. HC's policy regarding privacy of information is clearly stated and consistently administered.						
Strongly Agree	45	28%	77	56%	124	41%
Mostly Agree	62	39%	47	34%	113	37%
Slightly Agree	25	16%	13	9%	39	13%
Slightly Disagree	12	8%	1	1%	13	4%
Mostly Disagree	7	4%	0	0%	8	3%
Strongly Disagree	8	5%	0	0%	8	3%
Typical (Median[2]) Response	Mostly Agree		Strongly Agree		Mostly Agree	

Note: Percentages may not sum to 100% due to rounding.

[1] Question number references questionnaire.

[2] One-half of responses are below and one-half of responses are above.

Table 8F. 1999 Accreditation Employee Survey Responses by Employment Status for Standard 6: Information and Learning Resources

Question [1]	Permanent		Temporary		Total Employees	
	N	%	N	%	N	%
Total Respondents	188	100%	159	100%	358	100%
46. The HC library has sufficient professionally qualified staff to provide reference and informational assistance and technical support to serve faculty and staff needs.						
Strongly Agree	47	27%	48	37%	96	31%
Mostly Agree	70	41%	57	44%	131	42%
Slightly Agree	28	16%	15	12%	45	15%
Slightly Disagree	9	5%	7	5%	17	6%
Mostly Disagree	13	8%	1	1%	14	5%
Strongly Disagree	5	3%	1	1%	6	2%
Typical (Median[2]) Response	Mostly Agree		Mostly Agree		Mostly Agree	
51. HC provides adequate training, equipment and network connectivity to access the collections of the library and computer labs.						
Strongly Agree	38	23%	45	36%	84	28%
Mostly Agree	67	40%	45	36%	118	39%
Slightly Agree	33	20%	20	16%	54	18%
Slightly Disagree	11	7%	7	6%	18	6%
Mostly Disagree	6	4%	4	3%	10	3%
Strongly Disagree	13	8%	4	3%	17	6%
Typical (Median[2]) Response	Mostly Agree		Mostly Agree		Mostly Agree	
52. I have adequate opportunity to recommend items to be added to the library collection.						
Strongly Agree	44	31%	30	27%	76	29%
Mostly Agree	50	3[illegible]%	39	35%	90	35%
Slightly Agree	19	13%	22	20%	43	17%
Slightly Disagree	10	7%	9	8%	20	8%
Mostly Disagree	8	6%	2	2%	10	4%
Strongly Disagree	12	8%	8	7%	20	8%
Typical (Median[2]) Response	Mostly Agree		Mostly Agree		Mostly Agree	

Note: Percentages may not sum to 100% due to rounding.

[1] Question number references questionnaire.

[2] One-half of responses are below and one-half of responses are above.

Table 8F. 1999 Accreditation Employee Survey Responses by Employment Status for Standard 6: Information and Learning Resources (continued)

Question [1]	Permanent		Temporary		Total Employees	
	N	%	N	%	N	%
53. Computer and software on campus are up-to-date, in good condition, and meet students' assignment needs.						
Strongly Agree	40	25%	39	35%	81	29%
Mostly Agree	65	40%	39	35%	108	39%
Slightly Agree	31	19%	24	22%	56	20%
Slightly Disagree	10	6%	4	4%	15	5%
Mostly Disagree	6	4%	2	2%	8	3%
Strongly Disagree	9	6%	2	2%	11	4%
Typical (Median[2]) Response	Mostly Agree		Mostly Agree		Mostly Agree	
54. The Center for Learning Technologies and Innovation's operating hours provide me with adequate access.						
Strongly Agree	48	34%	38	38%	88	35%
Mostly Agree	53	37%	44	44%	101	40%
Slightly Agree	28	20%	10	10%	39	16%
Slightly Disagree	6	4%	6	6%	13	5%
Mostly Disagree	4	3%	2	2%	6	2%
Strongly Disagree	4	3%	0	0%	4	2%
Typical (Median[2]) Response	Mostly Agree		Mostly Agree		Mostly Agree	
55. The Hartnell College Library Audio-Visual Department's operating hours are sufficient to support instruction.						
Strongly Agree	38	27%	29	28%	69	27%
Mostly Agree	66	46%	46	44%	117	46%
Slightly Agree	24	17%	18	17%	43	17%
Slightly Disagree	6	4%	7	7%	14	5%
Mostly Disagree	5	3%	1	1%	6	2%
Strongly Disagree	4	3%	3	3%	7	3%
Typical (Median[2]) Response	Mostly Agree		Mostly Agree		Mostly Agree	

Note: Percentages may not sum to 100% due to rounding.

[1] Question number references questionnaire.

[2] One-half of responses are below and one-half of responses are above.

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Table 8F. 1999 Accreditation Employee Survey Responses by Employment Status for Standard 6: Information and Learning Resources (continued)

Question [1]	Permanent		Temporary		Total Employees	
	N	%	N	%	N	%
56. I am aware that materials from other institutions are available for use by HC faculty, staff, and students through inter-library loan or on-site use.						
Strongly Agree	51	35%	47	39%	99	36%
Mostly Agree	54	37%	39	33%	95	35%
Slightly Agree	23	16%	12	10%	37	14%
Slightly Disagree	8	5%	8	7%	17	6%
Mostly Disagree	3	2%	1	1%	5	2%
Strongly Disagree	8	5%	12	10%	21	8%
Typical (Median[2]) Response	Mostly Agree		Mostly Agree		Mostly Agree	
57. The library's holdings are adequate in terms of current quality, depth of coverage and variety for books.						
Strongly Agree	14	10%	22	18%	36	13%
Mostly Agree	52	36%	49	40%	103	38%
Slightly Agree	31	22%	20	17%	54	20%
Slightly Disagree	17	12%	21	17%	38	14%
Mostly Disagree	13	9%	5	4%	18	7%
Strongly Disagree	17	12%	4	3%	23	8%
Typical (Median[2]) Response	Slightly Agree		Mostly Agree		Mostly Agree	
58. The library's holdings are adequate in terms of current quality, depth of coverage and variety for magazines and newspapers.						
Strongly Agree	23	16%	31	26%	55	20%
Mostly Agree	56	38%	52	44%	110	40%
Slightly Agree	32	22%	20	17%	55	20%
Slightly Disagree	17	12%	9	8%	27	10%
Mostly Disagree	11	7%	6	5%	18	7%
Strongly Disagree	8	5%	1	1%	9	3%
Typical (Median[2]) Response	Mostly Agree		Mostly Agree		Mostly Agree	

Note: Percentages may not sum to 100% due to rounding.

[1] Question number references questionnaire.

[2] One-half of responses are below and one-half of responses are above.

Table 8F. 1999 Accreditation Employee Survey Responses by Employment Status for Standard 6: Information and Learning Resources (continued)

Question [1]	Permanent		Temporary		Total Employees	
	N	%	N	%	N	%
59. The library's holdings are adequate in terms of current quality, depth of coverage and variety for on-line resources.						
Strongly Agree	35	25%	32	29%	69	27%
Mostly Agree	56	40%	50	46%	109	43%
Slightly Agree	33	23%	17	16%	51	20%
Slightly Disagree	11	8%	8	7%	19	7%
Mostly Disagree	3	2%	1	1%	4	2%
Strongly Disagree	3	2%	1	1%	4	2%
Typical (Median[2]) Response	Mostly Agree		Mostly Agree		Mostly Agree	
60. The library's holdings are adequate in terms of current quality, depth of coverage and variety for media (e.g., videos, CD-ROMs).						
Strongly Agree	24	18%	22	21%	47	20%
Mostly Agree	50	38%	44	43%	95	40%
Slightly Agree	31	23%	19	18%	52	22%
Slightly Disagree	11	8%	15	15%	27	11%
Mostly Disagree	8	6%	1	1%	9	4%
Strongly Disagree	8	6%	2	2%	10	4%
Typical (Median[2]) Response	Mostly Agree		Mostly Agree		Mostly Agree	
61. The library selects, acquires, organizes, and maintains an adequate and current collection of books to support the institution's educational programs.						
Strongly Agree	17	12%	24	21%	41	15%
Mostly Agree	47	33%	52	45%	101	38%
Slightly Agree	36	25%	22	19%	61	23%
Slightly Disagree	13	9%	11	9%	25	9%
Mostly Disagree	15	11%	4	3%	19	7%
Strongly Disagree	14	10%	3	3%	19	7%
Typical (Median[2]) Response	Slightly Agree		Mostly Agree		Mostly Agree	

Note: Percentages may not sum to 100% due to rounding.

[1] Question number references questionnaire.

[2] One-half of responses are below and one-half of responses are above.

Table 8F. 1999 Accreditation Employee Survey Responses by Employment Status for Standard 6: Information and Learning Resources (continued)

Question [1]	Permanent		Temporary		Total Employees	
	N	%	N	%	N	%
62. The library selects, acquires, organizes, and maintains an adequate and current collection of magazines and newspapers to support the institution's educational programs.						
Strongly Agree	22	15%	30	25%	52	20%
Mostly Agree	59	42%	56	47%	118	44%
Slightly Agree	31	22%	19	16%	52	20%
Slightly Disagree	16	11%	8	7%	24	9%
Mostly Disagree	6	4%	3	3%	10	4%
Strongly Disagree	8	6%	2	2%	10	4%
Typical (Median[2]) Response	Mostly Agree		Mostly Agree		Mostly Agree	
63. The library selects, acquires, organizes, and maintains an adequate and current collection of on-line resources to support the institution's educational programs.						
Strongly Agree	33	24%	31	29%	66	26%
Mostly Agree	59	43%	51	47%	112	45%
Slightly Agree	28	21%	20	19%	50	20%
Slightly Disagree	9	7%	4	4%	13	5%
Mostly Disagree	5	4%	1	1%	6	2%
Strongly Disagree	2	1%	1	1%	3	1%
Typical (Median[2]) Response	Mostly Agree		Mostly Agree		Mostly Agree	
64. The library selects, acquires, organizes, and maintains an adequate and current collection of media (e.g., videos, CD-ROMs) to support the institution's educational programs.						
Strongly Agree	23	17%	23	22%	47	20%
Mostly Agree	56	42%	45	44%	102	43%
Slightly Agree	28	21%	23	22%	53	22%
Slightly Disagree	9	7%	10	10%	20	8%
Mostly Disagree	9	7%	1	1%	10	4%
Strongly Disagree	7	5%	1	1%	8	3%
Typical (Median[2]) Response	Mostly Agree		Mostly Agree		Mostly Agree	

Note: Percentages may not sum to 100% due to rounding.

[1] Question number references questionnaire.

[2] One-half of responses are below and one-half of responses are above.

Table 8F. 1999 Accreditation Employee Survey Responses by Employment Status for Standard 6: Information and Learning Resources (continued)

Question [1]	Permanent		Temporary		Total Employees	
	N	%	N	%	N	%
65. The computer labs' software and network configurations provide me with adequate access to the applications I need to support my courses.						
Strongly Agree	60	39%	67	48%	130	43%
Mostly Agree	7	5%	7	5%	14	5%
Slightly Agree	6	4%	5	4%	11	4%
Slightly Disagree	10	6%	4	3%	15	5%
Mostly Disagree	23	15%	14	10%	38	13%
Strongly Disagree	49	32%	43	31%	96	32%
Typical (Median[2]) Response	Slightly Disagree		Mostly Agree		Slightly Agree	

Note: Percentages may not sum to 100% due to rounding.

[1] Question number references questionnaire.

[2] One-half of responses are below and one-half of responses are above.

Table 8G. 1999 Accreditation Employee Survey Responses by Employment Status for Standard 7: Faculty and Staff

Question [1]	Permanent		Temporary		Total Employees	
	N	%	N	%	N	%
Total Respondents	188	100%	159	100%	358	100%
37. The evaluation of each category of staff is systematic and conducted at stated intervals.						
Strongly Agree	15	11%	14	14%	31	13%
Mostly Agree	61	43%	40	41%	101	41%
Slightly Agree	32	23%	10	10%	44	18%
Slightly Disagree	20	14%	10	10%	30	12%
Mostly Disagree	4	3%	12	12%	17	7%
Strongly Disagree	9	6%	12	12%	22	9%
Typical (Median[2]) Response	Mostly Agree		Mostly Agree		Mostly Agree	
48. I am aware of how I can obtain and review personnel policies and procedures.						
Strongly Agree	52	30%	54	39%	107	34%
Mostly Agree	56	33%	50	36%	107	34%
Slightly Agree	32	19%	22	16%	58	18%
Slightly Disagree	11	6%	7	5%	20	6%
Mostly Disagree	10	6%	3	2%	14	4%
Strongly Disagree	11	6%	2	1%	13	4%
Typical (Median[2]) Response	Mostly Agree		Mostly Agree		Mostly Agree	
49. I am satisfied that personnel records are kept confidential.						
Strongly Agree	58	34%	65	51%	125	41%
Mostly Agree	58	34%	48	38%	108	35%
Slightly Agree	21	12%	12	9%	36	12%
Slightly Disagree	11	7%	2	2%	14	5%
Mostly Disagree	8	5%	1	1%	9	3%
Strongly Disagree	13	8%	0	0%	13	4%
Typical (Median[2]) Response	Mostly Agree		Strongly Agree		Mostly Agree	

Note: Percentages may not sum to 100% due to rounding.

[1] Question number references questionnaire.

[2] One-half of responses are below and one-half of responses are above.

Table 8G. 1999 Accreditation Employee Survey Responses by Employment Status for Standard 7: Faculty and Staff (continued)

Question [1]	Permanent		Temporary		Total Employees	
	N	%	N	%	N	%
50. I am satisfied with the college hiring process for my constituent group.						
Strongly Agree	46	27%	41	28%	89	27%
Mostly Agree	53	31%	52	36%	107	33%
Slightly Agree	16	9%	19	13%	36	11%
Slightly Disagree	21	12%	15	10%	38	12%
Mostly Disagree	14	8%	4	3%	18	6%
Strongly Disagree	22	13%	15	10%	39	12%
Typical (Median[2]) Response	Mostly Agree		Mostly Agree		Mostly Agree	
66. The college adequately provides me with sufficient staff development opportunities to attend professional conferences.						
Strongly Agree	34	20%	19	17%	53	18%
Mostly Agree	56	33%	28	25%	85	30%
Slightly Agree	36	21%	14	13%	53	18%
Slightly Disagree	15	9%	13	12%	29	10%
Mostly Disagree	18	11%	11	10%	29	10%
Strongly Disagree	11	6%	25	23%	39	14%
Typical (Median[2]) Response	Mostly Agree		Slightly Agree		Slightly Agree	
67. The college adequately distributes information about opportunities to learn new instructional approaches.						
Strongly Agree	24	16%	21	17%	45	16%
Mostly Agree	63	41%	40	32%	106	37%
Slightly Agree	38	25%	23	19%	64	22%
Slightly Disagree	14	9%	16	13%	31	11%
Mostly Disagree	8	5%	11	9%	21	7%
Strongly Disagree	6	4%	13	10%	19	7%
Typical (Median[2]) Response	Mostly Agree		Slightly Agree		Mostly Agree	

Note: Percentages may not sum to 100% due to rounding.

[1] Question number references questionnaire.

[2] One-half of responses are below and one-half of responses are above.

Table 8G. 1999 Accreditation Employee Survey Responses by Employment Status for Standard 7: Faculty and Staff (continued)

Question [1]	Permanent		Temporary		Total Employees	
	N	%	N	%	N	%
68. My immediate supervisor encourages and supports my participation in professional development activities.						
Strongly Agree	74	41%	48	38%	123	39%
Mostly Agree	52	29%	30	24%	85	27%
Slightly Agree	21	12%	16	13%	39	13%
Slightly Disagree	10	6%	8	6%	18	6%
Mostly Disagree	10	6%	7	6%	18	6%
Strongly Disagree	12	7%	16	13%	29	9%
Typical (Median[2]) Response	Mostly Agree		Mostly Agree		Mostly Agree	
69. The Tenure Review Committee process is effective in making recommendations for tenure.						
Strongly Agree	16	20%	5	19%	21	19%
Mostly Agree	27	33%	13	48%	40	36%
Slightly Agree	19	23%	4	15%	26	23%
Slightly Disagree	9	11%	0	0%	9	8%
Mostly Disagree	5	6%	1	4%	6	5%
Strongly Disagree	6	7%	4	15%	10	9%
Typical (Median[2]) Response	Mostly Agree		Mostly Agree		Mostly Agree	
70. The general college climate is respectful and responsive to a diverse educational and cultural campus environment.						
Strongly Agree	42	23%	52	35%	96	28%
Mostly Agree	73	40%	69	47%	147	43%
Slightly Agree	31	17%	23	16%	55	16%
Slightly Disagree	15	8%	4	3%	19	6%
Mostly Disagree	8	4%	0	0%	9	3%
Strongly Disagree	12	7%	0	0%	12	4%
Typical (Median[2]) Response	Mostly Agree		Mostly Agree		Mostly Agree	

Note: Percentages may not sum to 100% due to rounding.

[1] Question number references questionnaire.

[2] One-half of responses are below and one-half of responses are above.

Table 8G. 1999 Accreditation Employee Survey Responses by Employment Status for Standard 7: Faculty and Staff (continued)

Question [1]	Permanent		Temporary		Total Employees	
	N	%	N	%	N	%
71. I believe college employees are actively working to make multiculturalism a reality on campus.						
Strongly Agree	39	22%	45	32%	87	27%
Mostly Agree	73	41%	64	45%	140	43%
Slightly Agree	35	20%	25	18%	62	19%
Slightly Disagree	12	7%	2	1%	14	4%
Mostly Disagree	6	3%	3	2%	9	3%
Strongly Disagree	12	7%	2	1%	14	4%
Typical (Median[2]) Response	Mostly Agree		Mostly Agree		Mostly Agree	
72. The number of staff and faculty who are qualified by appropriate education, training and experience is sufficient to support the programs offered by the college.						
Strongly Agree	30	18%	36	29%	67	22%
Mostly Agree	68	40%	57	46%	128	43%
Slightly Agree	39	23%	19	15%	60	20%
Slightly Disagree	19	11%	6	5%	26	9%
Mostly Disagree	10	6%	1	1%	11	4%
Strongly Disagree	5	3%	4	3%	9	3%
Typical (Median[2]) Response	Mostly Agree		Mostly Agree		Mostly Agree	
73. The planning and evaluation of staff development programs include participation of staff who participate in, or are affected by, the programs.						
Strongly Agree	25	18%	16	20%	41	18%
Mostly Agree	59	42%	37	45%	97	43%
Slightly Agree	34	24%	10	12%	46	20%
Slightly Disagree	10	7%	8	10%	20	9%
Mostly Disagree	7	5%	3	4%	10	4%
Strongly Disagree	6	4%	8	10%	14	6%
Typical (Median[2]) Response	Mostly Agree		Mostly Agree		Mostly Agree	

Note: Percentages may not sum to 100% due to rounding.

[1] Question number references questionnaire.

[2] One-half of responses are below and one-half of responses are above.

Table 8H. 1999 Accreditation Employee Survey Responses by Employment Status for Standard 8: Physical Resources

Question [1]	Permanent		Temporary		Total Employees	
	N	%	N	%	N	%
Total Respondents	188	100%	159	100%	358	100%
78. College buildings and facilities provide a healthy working environment.						
Strongly Agree	23	13%	33	22%	56	16%
Mostly Agree	67	36%	63	42%	134	39%
Slightly Agree	42	23%	40	26%	84	24%
Slightly Disagree	19	10%	9	6%	29	8%
Mostly Disagree	12	7%	4	3%	19	6%
Strongly Disagree	21	11%	2	1%	23	7%
Typical (Median[2]) Response	Slightly Agree		Mostly Agree		Mostly Agree	
79. I am satisfied with my personal safety and security at the college.						
Strongly Agree	47	26%	48	31%	95	27%
Mostly Agree	74	40%	72	47%	152	44%
Slightly Agree	28	15%	24	16%	54	16%
Slightly Disagree	15	8%	5	3%	20	6%
Mostly Disagree	8	4%	2	1%	12	3%
Strongly Disagree	11	6%	2	1%	13	4%
Typical (Median[2]) Response	Mostly Agree		Mostly Agree		Mostly Agree	
80. The college grounds are well maintained and manicured.						
Strongly Agree	76	41%	58	37%	136	39%
Mostly Agree	70	38%	63	40%	138	39%
Slightly Agree	22	12%	27	17%	52	15%
Slightly Disagree	10	5%	7	4%	17	5%
Mostly Disagree	4	2%	0	0%	4	1%
Strongly Disagree	3	2%	2	1%	5	1%
Typical (Median[2]) Response	Mostly Agree		Mostly Agree		Mostly Agree	

Note: Percentages may not sum to 100% due to rounding.

[1] Question number references questionnaire.

[2] One-half of responses are below and one-half of responses are above.

Table 8H. 1999 Accreditation Employee Survey Responses by Employment Status for Standard 8: Physical Resources (continued)

Question [1]	Permanent		Temporary		Total Employees	
	N	%	N	%	N	%
81. Classrooms are of adequate size for instruction and programs.						
Strongly Agree	23	13%	34	23%	57	18%
Mostly Agree	62	36%	61	42%	127	39%
Slightly Agree	30	18%	29	20%	61	19%
Slightly Disagree	26	15%	8	6%	36	11%
Mostly Disagree	14	8%	5	3%	20	6%
Strongly Disagree	16	9%	8	6%	24	7%
Typical (Median[2]) Response	Slightly Agree		Mostly Agree		Mostly Agree	
82. Laboratories are of adequate size for instruction and programs.						
Strongly Agree	21	14%	28	25%	49	19%
Mostly Agree	46	32%	46	40%	93	35%
Slightly Agree	36	25%	21	18%	59	22%
Slightly Disagree	19	13%	11	10%	31	12%
Mostly Disagree	13	9%	2	2%	15	6%
Strongly Disagree	11	8%	6	5%	17	6%
Typical (Median[2]) Response	Slightly Agree		Mostly Agree		Mostly Agree	
83. Parking lots are well-lighted and secure.						
Strongly Agree	23	13%	36	24%	60	18%
Mostly Agree	64	37%	53	35%	120	36%
Slightly Agree	31	18%	37	25%	70	21%
Slightly Disagree	27	16%	14	9%	44	13%
Mostly Disagree	11	6%	6	4%	18	5%
Strongly Disagree	18	10%	5	3%	23	7%
Typical (Median[2]) Response	Mostly Agree		Mostly Agree		Mostly Agree	

Note: Percentages may not sum to 100% due to rounding.

[1] Question number references questionnaire.

[2] One-half of responses are below and one-half of responses are above.

Table 8H. 1999 Accreditation Employee Survey Responses by Employment Status for Standard 8: Physical Resources (continued)

Question [1]	Permanent		Temporary		Total Employees	
	N	%	N	%	N	%
84. The amount of parking space is adequate on the campus.						
Strongly Agree	8	4%	21	14%	30	9%
Mostly Agree	22	12%	33	22%	57	17%
Slightly Agree	36	20%	25	16%	62	18%
Slightly Disagree	32	18%	23	15%	56	16%
Mostly Disagree	26	14%	25	16%	53	15%
Strongly Disagree	56	31%	25	16%	84	25%
Typical (Median[2]) Response	Slightly Disagree		Slightly Agree		Slightly Disagree	
87. I am satisfied with the comfort and attractiveness of the buildings and grounds.						
Strongly Agree	36	20%	39	25%	78	22%
Mostly Agree	65	36%	64	41%	132	38%
Slightly Agree	32	18%	27	17%	60	17%
Slightly Disagree	21	12%	17	11%	39	11%
Mostly Disagree	13	7%	7	4%	22	6%
Strongly Disagree	14	8%	2	1%	16	5%
Typical (Median[2]) Response	Mostly Agree		Mostly Agree		Mostly Agree	
89. The management, maintenance, cleanliness and operation of the physical facilities is efficient and of a quality necessary to support programs and services.						
Strongly Agree	34	18%	36	25%	71	21%
Mostly Agree	52	28%	48	34%	103	31%
Slightly Agree	45	24%	33	23%	81	24%
Slightly Disagree	24	13%	17	12%	42	13%
Mostly Disagree	16	9%	4	3%	21	6%
Strongly Disagree	13	7%	4	3%	17	5%
Typical (Median[2]) Response	Slightly Agree		Mostly Agree		Mostly Agree	

Note: Percentages may not sum to 100% due to rounding.

[1] Question number references questionnaire.

[2] One-half of responses are below and one-half of responses are above.

Table 8I. 1999 Accreditation Employee Survey Responses by Employment Status for Standard 9: Financial Resources

Question [1]	Permanent		Temporary		Total Employees	
	N	%	N	%	N	%
Total Respondents	188	100%	159	100%	358	100%
85. The college strives to support innovation/ expansion in its programs.						
Strongly Agree	32	20%	35	28%	68	24%
Mostly Agree	57	36%	37	30%	96	33%
Slightly Agree	34	22%	38	31%	74	26%
Slightly Disagree	16	10%	9	7%	26	9%
Mostly Disagree	12	8%	3	2%	15	5%
Strongly Disagree	7	4%	2	2%	9	3%
Typical (Median[2]) Response	Mostly Agree		Mostly Agree		Mostly Agree	
86. The college budget reflects college priorities and planning goals.						
Strongly Agree	17	11%	19	23%	37	15%
Mostly Agree	36	23%	27	33%	63	26%
Slightly Agree	45	28%	20	24%	66	27%
Slightly Disagree	29	18%	9	11%	40	16%
Mostly Disagree	10	6%	3	4%	14	6%
Strongly Disagree	21	13%	4	5%	26	11%
Typical (Median[2]) Response	Slightly Agree		Mostly Agree		Slightly Agree	
88. The organization for administering HC's budget and finances is clearly defined.						
Strongly Agree	12	8%	13	16%	25	11%
Mostly Agree	28	18%	19	24%	48	20%
Slightly Agree	31	20%	21	27%	52	22%
Slightly Disagree	25	16%	17	22%	43	18%
Mostly Disagree	22	14%	6	8%	30	13%
Strongly Disagree	35	23%	3	4%	40	17%
Typical (Median[2]) Response	Slightly Disagree		Slightly Agree		Slightly Agree	

Note: Percentages may not sum to 100% due to rounding.

[1] Question number references questionnaire.

[2] One-half of responses are below and one-half of responses are above.

Table 8I. 1999 Accreditation Employee Survey Responses by Employment Status for Standard 9: Financial Resources (continued)

Question [1]	Permanent		Temporary		Total Employees	
	N	%	N	%	N	%
90. The college's overall use of financial resources is consistent with its educational goals.						
Strongly Agree	16	11%	13	15%	30	12%
Mostly Agree	43	29%	35	41%	80	33%
Slightly Agree	34	23%	23	27%	58	24%
Slightly Disagree	16	11%	8	9%	24	10%
Mostly Disagree	20	13%	4	5%	24	10%
Strongly Disagree	21	14%	2	2%	26	11%
Typical (Median[2]) Response	Slightly Agree		Mostly Agree		Slightly Agree	
91. College guidelines and processes for financial planning and budget development are clearly defined and followed.						
Strongly Agree	8	6%	15	25%	23	11%
Mostly Agree	37	27%	21	34%	59	29%
Slightly Agree	32	23%	15	25%	48	24%
Slightly Disagree	20	15%	5	8%	26	13%
Mostly Disagree	18	13%	5	8%	24	12%
Strongly Disagree	22	16%	0	0%	24	12%
Typical (Median[2]) Response	Slightly Agree		Mostly Agree		Slightly Agree	
92. The Board of Trustees has performed responsibly in overseeing the financial soundness of the district.						
Strongly Agree	14	10%	13	19%	28	13%
Mostly Agree	43	30%	22	33%	66	31%
Slightly Agree	27	19%	17	25%	44	20%
Slightly Disagree	18	13%	10	15%	29	13%
Mostly Disagree	18	13%	2	3%	21	10%
Strongly Disagree	23	16%	3	4%	27	13%
Typical (Median[2]) Response	Slightly Agree		Mostly Agree		Slightly Agree	

Note: Percentages may not sum to 100% due to rounding.

[1] Question number references questionnaire.

[2] One-half of responses are below and one-half of responses are above.

Table 8J. 1999 Accreditation Employee Survey Responses by Employment Status for Standard 10: Governance and Administration

Question [1]	Permanent		Temporary		Total Employees	
	N	%	N	%	N	%
Total Respondents	188	100%	159	100%	358	100%
74. In general, I am aware of the classified staff's role in various governing, planning, budgeting and policy making bodies at the college.						
Strongly Agree	33	20%	14	16%	47	18%
Mostly Agree	61	38%	34	38%	98	38%
Slightly Agree	36	22%	21	23%	58	23%
Slightly Disagree	17	11%	10	11%	28	11%
Mostly Disagree	8	5%	4	4%	12	5%
Strongly Disagree	6	4%	7	8%	14	5%
Typical (Median[2]) Response	Mostly Agree		Mostly Agree		Mostly Agree	
75. In general, I am aware of the students' role in various governing, planning, budgeting and policy making bodies at the college.						
Strongly Agree	25	16%	10	11%	35	14%
Mostly Agree	49	32%	35	38%	88	35%
Slightly Agree	43	28%	24	26%	67	26%
Slightly Disagree	22	14%	10	11%	34	13%
Mostly Disagree	10	6%	6	6%	16	6%
Strongly Disagree	5	3%	8	9%	14	6%
Typical (Median[2]) Response	Slightly Agree		Slightly Agree		Slightly Agree	
76. In general, I am aware of the faculty's role in various governing, planning, budgeting and policy making bodies at the college.						
Strongly Agree	40	25%	12	12%	53	20%
Mostly Agree	65	40%	37	36%	103	38%
Slightly Agree	37	23%	30	29%	68	25%
Slightly Disagree	10	6%	13	13%	25	9%
Mostly Disagree	4	2%	4	4%	8	3%
Strongly Disagree	6	4%	6	6%	13	5%
Typical (Median[2]) Response	Mostly Agree		Slightly Agree		Mostly Agree	

Note: Percentages may not sum to 100% due to rounding.

[1] Question number references questionnaire.

[2] One-half of responses are below and one-half of responses are above.

Table 8J. 1999 Accreditation Employee Survey Responses by Employment Status for Standard 10: Governance and Administration (continued)

Question [1]	Permanent		Temporary		Total Employees	
	N	%	N	%	N	%
77. The faculty exercise a substantial voice in matters related to educational programs, the hiring of faculty and other personnel, and institutional policies.						
Strongly Agree	20	13%	8	8%	28	11%
Mostly Agree	50	32%	38	39%	91	35%
Slightly Agree	41	26%	23	23%	66	25%
Slightly Disagree	17	11%	14	14%	31	12%
Mostly Disagree	14	9%	6	6%	21	8%
Strongly Disagree	16	10%	9	9%	26	10%
Typical (Median[2]) Response	Slightly Agree		Slightly Agree		Slightly Agree	
93. I have a substantive role in college governance and policy-making that relate to my areas of responsibility and expertise.						
Strongly Agree	22	14%	7	7%	29	11%
Mostly Agree	38	24%	20	20%	59	23%
Slightly Agree	31	20%	19	19%	50	19%
Slightly Disagree	19	12%	10	10%	29	11%
Mostly Disagree	17	11%	17	17%	35	13%
Strongly Disagree	31	20%	26	26%	59	23%
Typical (Median[2]) Response	Slightly Agree		Slightly Disagree		Slightly Agree	
94. The Hartnell Board of Trustees makes responsible decisions and takes responsible actions that support and promote the missions and functions of the college.						
Strongly Agree	19	12%	18	23%	38	16%
Mostly Agree	40	26%	22	29%	63	26%
Slightly Agree	37	24%	18	23%	57	24%
Slightly Disagree	17	11%	12	16%	29	12%
Mostly Disagree	15	10%	5	6%	21	9%
Strongly Disagree	26	17%	2	3%	30	13%
Typical (Median[2]) Response	Slightly Agree		Mostly Agree		Slightly Agree	

Note: Percentages may not sum to 100% due to rounding.

[1] Question number references questionnaire.

[2] One-half of responses are below and one-half of responses are above.

Table 8J. 1999 Accreditation Employee Survey Responses by Employment Status for Standard 10: Governance and Administration (continued)

Question [1]	Permanent		Temporary		Total Employees	
	N	%	N	%	N	%
95. The Administration supports and uses a decision-making process which involves the persons who will be affected.						
Strongly Agree	18	11%	20	24%	38	15%
Mostly Agree	44	26%	26	31%	72	27%
Slightly Agree	48	28%	15	18%	63	24%
Slightly Disagree	21	12%	14	16%	37	14%
Mostly Disagree	21	12%	7	8%	29	11%
Strongly Disagree	19	11%	3	4%	23	9%
Typical (Median[2]) Response	Slightly Agree		Mostly Agree		Slightly Agree	
96. The Administration provides effective and efficient leadership and management which supports the college's mission.						
Strongly Agree	23	13%	26	22%	50	16%
Mostly Agree	62	35%	57	48%	122	40%
Slightly Agree	44	25%	25	21%	69	23%
Slightly Disagree	19	11%	7	6%	26	9%
Mostly Disagree	14	8%	4	3%	20	7%
Strongly Disagree	17	9%	1	1%	18	6%
Typical (Median[2]) Response	Slightly Agree		Mostly Agree		Mostly Agree	
97. The Administration provides effective leadership to define goals, develop plans and establish priorities for the institution.						
Strongly Agree	27	15%	28	23%	56	18%
Mostly Agree	56	31%	58	47%	115	37%
Slightly Agree	52	29%	25	20%	78	25%
Slightly Disagree	13	7%	7	6%	20	6%
Mostly Disagree	15	8%	4	3%	21	7%
Strongly Disagree	18	10%	1	1%	19	6%
Typical (Median[2]) Response	Slightly Agree		Mostly Agree		Mostly Agree	

Note: Percentages may not sum to 100% due to rounding.

[1] Question number references questionnaire.

[2] One-half of responses are below and one-half of responses are above.

Table 8J. 1999 Accreditation Employee Survey Responses by Employment Status for Standard 10: Governance and Administration (continued)

Question [1]	Permanent		Temporary		Total Employees	
	N	%	N	%	N	%
98. The Administration has established and utilizes effective methods of communication to exchange information in a timely and efficient manner.						
Strongly Agree	27	15%	31	24%	58	18%
Mostly Agree	46	25%	54	42%	103	33%
Slightly Agree	45	25%	23	18%	69	22%
Slightly Disagree	23	13%	13	10%	37	12%
Mostly Disagree	22	12%	5	4%	28	9%
Strongly Disagree	18	10%	2	2%	20	6%
Typical (Median[2]) Response	Slightly Agree		Mostly Agree		Mostly Agree	

Note: Percentages may not sum to 100% due to rounding.

[1] Question number references questionnaire.

[2] One-half of responses are below and one-half of responses are above.

Table 8K. 1999 Accreditation Employee Survey Responses by Employment Status for Miscellaneous Questions

Question [1]	Permanent		Temporary		Total Employees	
	N	%	N	%	N	%
Total Respondents	188	100%	159	100%	358	100%
99. Overall, how would you assess the campus climate/environment at HC for employees?						
Excellent	20	11%	31	21%	51	15%
Very Good	42	22%	67	45%	112	33%
Good	47	25%	29	19%	78	23%
Fair	32	17%	21	14%	54	16%
Poor	46	25%	2	1%	49	14%
Typical (Median[2]) Response	Good		Very Good		Good	
100. How effective is HC in promoting employee diversity?						
Excellent	30	17%	26	20%	57	18%
Very Good	52	29%	55	43%	109	35%
Good	52	29%	29	23%	84	27%
Fair	30	17%	15	12%	45	14%
Poor	14	8%	2	2%	16	5%
Typical (Median[2]) Response	Good		Very Good		Very Good	
101. Overall, how would you assess the campus climate/environment at HC for students?						
Excellent	19	10%	29	19%	48	14%
Very Good	75	41%	71	48%	151	45%
Good	56	31%	39	26%	96	28%
Fair	23	13%	9	6%	32	9%
Poor	10	5%	1	1%	11	3%
Typical (Median[2]) Response	Very Good		Very Good		Very Good	

Note: Percentages may not sum to 100% due to rounding.

[1] Question number references questionnaire.

[2] One-half of responses are below and one-half of responses are above.

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Table 8K. 1999 Accreditation Employee Survey Responses by Employment Status for Miscellaneous Questions (continued)

Question [1]	Permanent		Temporary		Total Employees	
	N	%	N	%	N	%
102. How effective is HC in promoting student diversity?						
Excellent	37	21%	34	26%	72	23%
Very Good	63	35%	55	41%	121	38%
Good	42	24%	32	24%	76	24%
Fair	26	15%	11	8%	37	12%
Poor	10	6%	1	1%	11	3%
Typical (Median[2]) Response	Very Good		Very Good		Very Good	

Note: Percentages may not sum to 100% due to rounding.

[1] Question number references questionnaire.

[2] One-half of responses are below and one-half of responses are above.

IR&P CM/LI/DC 6/21/00 c:\Documents\Accreditation\Employee 08 Gender Quant Summary, Standards 1-11.xls

Table 9.

Responses by Disability Status

Table 9A. 1999 Accreditation Employee Survey Responses by Disability Status for Standard 1: Institutional Mission

Question [1]	Disabled		Not Disabled		Total Employees	
	N	%	N	%	N	%
Total Respondents	36	100%	266	100%	358	100%
1. I am personally treated with respect at this college.						
Strongly Agree	14	42%	93	36%	129	37%
Mostly Agree	13	39%	117	45%	151	44%
Slightly Agree	1	3%	22	8%	28	8%
Slightly Disagree	0	0%	9	3%	12	3%
Mostly Disagree	1	3%	9	3%	12	3%
Strongly Disagree	4	12%	9	3%	15	4%
Typical (Median[2]) Response	Mostly Agree		Mostly Agree		Mostly Agree	
2. Staff are concerned about student academic success.						
Strongly Agree	14	40%	98	38%	138	40%
Mostly Agree	18	51%	127	49%	167	48%
Slightly Agree	1	3%	21	8%	27	8%
Slightly Disagree	1	3%	4	2%	7	2%
Mostly Disagree	1	3%	6	2%	7	2%
Strongly Disagree	0	0%	1	<1%	1	<1%
Typical (Median[2]) Response	Mostly Agree		Mostly Agree		Mostly Agree	
3. Hartnell College (HC) is committed to high standards of teaching.						
Strongly Agree	15	43%	79	31%	116	34%
Mostly Agree	13	37%	118	46%	153	44%
Slightly Agree	4	11%	43	17%	55	16%
Slightly Disagree	1	3%	6	2%	8	2%
Mostly Disagree	1	3%	8	3%	10	3%
Strongly Disagree	1	3%	2	1%	3	1%
Typical (Median[2]) Response	Mostly Agree		Mostly Agree		Mostly Agree	

Note: Percentages may not sum to 100% due to rounding.

[1] Question number references questionnaire.

[2] One-half of responses are below and one-half of responses are above.

Table 9A. 1999 Accreditation Employee Survey Responses by Disability Status for Standard 1: Institutional Mission (continued)

Question [1]	Disabled		Not Disabled		Total Employees	
	N	%	N	%	N	%
4. Classified staff make an extra effort to assist students, faculty and other staff.						
Strongly Agree	17	53%	91	37%	130	39%
Mostly Agree	14	44%	123	50%	160	48%
Slightly Agree	0	0%	24	10%	26	8%
Slightly Disagree	1	3%	7	3%	9	3%
Mostly Disagree	0	0%	3	1%	4	1%
Strongly Disagree	0	0%	0	0%	1	<1%
Typical (Median[2]) Response	Strongly Agree		Mostly Agree		Mostly Agree	
6. The programs and services of HC provide fair and ethical treatment of its entire population.						
Strongly Agree	8	28%	70	30%	92	30%
Mostly Agree	8	28%	117	50%	144	46%
Slightly Agree	7	24%	28	12%	42	14%
Slightly Disagree	1	3%	11	5%	16	5%
Mostly Disagree	1	3%	5	2%	9	3%
Strongly Disagree	4	14%	4	2%	8	3%
Typical (Median[2]) Response	Mostly Agree		Mostly Agree		Mostly Agree	
7. Employees promote the development of a diverse educational and cultural campus environment.						
Strongly Agree	12	36%	72	29%	101	30%
Mostly Agree	11	33%	122	48%	155	46%
Slightly Agree	7	21%	37	15%	54	16%
Slightly Disagree	2	6%	10	4%	13	4%
Mostly Disagree	1	3%	5	2%	6	2%
Strongly Disagree	0	0%	6	2%	6	2%
Typical (Median[2]) Response	Mostly Agree		Mostly Agree		Mostly Agree	

Note: Percentages may not sum to 100% due to rounding.

[1] Question number references questionnaire.

[2] One-half of responses are below and one-half of responses are above.

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Table 9A. 1999 Accreditation Employee Survey Responses by Disability Status for Standard 1: Institutional Mission (continued)

Question [1]	Disabled		Not Disabled		Total Employees	
	N	%	N	%	N	%
8. My senate or representative council has sufficient opportunities to provide input into college decisions.						
Strongly Agree	3	14%	31	17%	41	17%
Mostly Agree	6	27%	71	40%	91	38%
Slightly Agree	7	32%	46	26%	64	26%
Slightly Disagree	1	5%	14	8%	21	9%
Mostly Disagree	1	5%	9	5%	11	5%
Strongly Disagree	4	18%	7	4%	14	6%
Typical (Median[2]) Response	Slightly Agree		Mostly Agree		Mostly Agree	
9. HC is a facilitator of change for its communities.						
Strongly Agree	6	21%	56	24%	74	24%
Mostly Agree	8	29%	100	42%	126	40%
Slightly Agree	6	21%	53	22%	70	22%
Slightly Disagree	3	11%	15	6%	23	7%
Mostly Disagree	3	11%	10	4%	13	4%
Strongly Disagree	2	7%	3	1%	7	2%
Typical (Median[2]) Response	Mostly Agree		Mostly Agree		Mostly Agree	
10. HC excels in the recruitment of students.						
Strongly Agree	3	11%	28	13%	41	14%
Mostly Agree	9	32%	79	36%	103	36%
Slightly Agree	7	25%	63	29%	81	28%
Slightly Disagree	2	7%	32	15%	40	14%
Mostly Disagree	6	21%	9	4%	18	6%
Strongly Disagree	1	4%	6	3%	7	2%
Typical (Median[2]) Response	Slightly Agree		Slightly Agree		Slightly Agree	

Note: Percentages may not sum to 100% due to rounding.

[1] Question number references questionnaire.

[2] One-half of responses are below and one-half of responses are above.

Table 9A. 1999 Accreditation Employee Survey Responses by Disability Status for Standard 1: Institutional Mission (continued)

Question [1]	Disabled		Not Disabled		Total Employees	
	N	%	N	%	N	%
11. It is important that there is proportional representation of gender and ethnicity between students and college personnel.						
Strongly Agree	13	36%	89	35%	121	35%
Mostly Agree	10	28%	68	26%	93	27%
Slightly Agree	6	17%	52	20%	69	20%
Slightly Disagree	2	6%	19	7%	26	7%
Mostly Disagree	3	8%	15	6%	20	6%
Strongly Disagree	2	6%	14	5%	18	5%
Typical (Median[2]) Response	Mostly Agree		Mostly Agree		Mostly Agree	
12. Programs and courses are offered in a manner that ensures students the opportunity to complete the entire program as announced in a reasonable amount of time.						
Strongly Agree	9	28%	61	25%	83	25%
Mostly Agree	12	38%	107	44%	146	44%
Slightly Agree	6	19%	47	19%	61	18%
Slightly Disagree	2	6%	14	6%	18	5%
Mostly Disagree	2	6%	8	3%	11	3%
Strongly Disagree	1	3%	8	3%	11	3%
Typical (Median[2]) Response	Mostly Agree		Mostly Agree		Mostly Agree	
13. HC excels in the retention of students.						
Strongly Agree	3	11%	19	9%	25	9%
Mostly Agree	6	22%	69	34%	94	34%
Slightly Agree	14	52%	55	27%	81	29%
Slightly Disagree	2	7%	39	19%	46	17%
Mostly Disagree	0	0%	15	7%	17	6%
Strongly Disagree	2	7%	8	4%	13	5%
Typical (Median[2]) Response	Slightly Agree		Slightly Agree		Slightly Agree	

Note: Percentages may not sum to 100% due to rounding.

[1] Question number references questionnaire.

[2] One-half of responses are below and one-half of responses are above.

Table 9A. 1999 Accreditation Employee Survey Responses by Disability Status for Standard 1: Institutional Mission (continued)

Question [1]	Disabled		Not Disabled		Total Employees	
	N	%	N	%	N	%
14. HC excels in the placement of students.						
Strongly Agree	3	13%	21	11%	27	11%
Mostly Agree	6	25%	58	32%	82	33%
Slightly Agree	6	25%	51	28%	66	26%
Slightly Disagree	7	29%	21	11%	34	13%
Mostly Disagree	1	4%	26	14%	32	13%
Strongly Disagree	1	4%	7	4%	11	4%
Typical (Median[2]) Response	Slightly Agree		Slightly Agree		Slightly Agree	
15. HC faculty present material fairly and objectively, while distinguishing between fact and opinion.						
Strongly Agree	8	26%	35	18%	51	19%
Mostly Agree	14	45%	110	56%	145	54%
Slightly Agree	3	10%	33	17%	45	17%
Slightly Disagree	3	10%	12	6%	15	6%
Mostly Disagree	1	3%	2	1%	4	1%
Strongly Disagree	2	6%	6	3%	9	3%
Typical (Median[2]) Response	Mostly Agree		Mostly Agree		Mostly Agree	
28. I have had sufficient opportunity to participate in the planning process at Hartnell College.						
Strongly Agree	5	15%	46	21%	56	19%
Mostly Agree	5	15%	69	31%	87	29%
Slightly Agree	11	33%	43	19%	65	22%
Slightly Disagree	4	12%	19	9%	29	10%
Mostly Disagree	1	3%	23	10%	29	10%
Strongly Disagree	7	21%	22	10%	34	11%
Typical (Median[2]) Response	Slightly Agree		Mostly Agree		Slightly Agree	

Note: Percentages may not sum to 100% due to rounding.

[1] Question number references questionnaire.

[2] One-half of responses are below and one-half of responses are above.

Table 9A. 1999 Accreditation Employee Survey Responses by Disability Status for Standard 1: Institutional Mission (continued)

Question [1]	Disabled		Not Disabled		Total Employees	
	N	%	N	%	N	%
30. College-wide and unit planning are linked to resource allocation.						
Strongly Agree	4	17%	18	12%	24	12%
Mostly Agree	8	35%	60	40%	78	38%
Slightly Agree	5	22%	35	23%	48	23%
Slightly Disagree	1	4%	19	13%	27	13%
Mostly Disagree	2	9%	11	7%	14	7%
Strongly Disagree	3	13%	7	5%	15	7%
Typical (Median[2]) Response	Mostly Agree		Mostly Agree		Slightly Agree	
44. The college has clearly defined processes for reviewing all of its educational programs.						
Strongly Agree	4	15%	29	17%	39	16%
Mostly Agree	10	38%	62	37%	88	37%
Slightly Agree	9	35%	40	24%	63	26%
Slightly Disagree	3	12%	20	12%	26	11%
Mostly Disagree	0	0%	13	8%	17	7%
Strongly Disagree	0	0%	5	3%	7	3%
Typical (Median[2]) Response	Mostly Agree		Mostly Agree		Mostly Agree	
86. The college budget reflects college priorities and planning goals.						
Strongly Agree	3	12%	30	16%	37	15%
Mostly Agree	10	38%	45	24%	63	26%
Slightly Agree	2	8%	53	29%	66	27%
Slightly Disagree	5	19%	32	17%	40	16%
Mostly Disagree	1	4%	9	5%	14	6%
Strongly Disagree	5	19%	15	8%	26	11%
Typical (Median[2]) Response	Mostly Agree		Slightly Agree		Slightly Agree	

Note: Percentages may not sum to 100% due to rounding.

[1] Question number references questionnaire.

[2] One-half of responses are below and one-half of responses are above.

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Table 9A. 1999 Accreditation Employee Survey Responses by Disability Status for Standard 1: Institutional Mission (continued)

Question [1]	Disabled		Not Disabled		Total Employees	
	N	%	N	%	N	%
91. College guidelines and processes for financial planning and budget development are clearly defined and followed.						
Strongly Agree	2	9%	18	12%	23	11%
Mostly Agree	8	35%	39	26%	59	29%
Slightly Agree	5	22%	37	25%	48	24%
Slightly Disagree	3	13%	23	16%	26	13%
Mostly Disagree	2	9%	19	13%	24	12%
Strongly Disagree	3	13%	12	8%	24	12%
Typical (Median[2]) Response	Slightly Agree		Slightly Agree		Slightly Agree	

Note: Percentages may not sum to 100% due to rounding.

[1] Question number references questionnaire.

[2] One-half of responses are below and one-half of responses are above.

Table 9B. 1999 Accreditation Employee Survey Responses by Disability Status for Standard 2: Institutional Integrity

Question [1]	Disabled		Not Disabled		Total Employees	
	N	%	N	%	N	%
Total Respondents	36	100%	266	100%	358	100%
1. I am personally treated with respect at this college.						
Strongly Agree	14	42%	93	36%	129	37%
Mostly Agree	13	39%	117	45%	151	44%
Slightly Agree	1	3%	22	8%	28	8%
Slightly Disagree	0	0%	9	3%	12	3%
Mostly Disagree	1	3%	9	3%	12	3%
Strongly Disagree	4	12%	9	3%	15	4%
Typical (Median[2]) Response	Mostly Agree		Mostly Agree		Mostly Agree	
5. HC demonstrates honesty and integrity in its athletic program.						
Strongly Agree	7	47%	41	34%	53	32%
Mostly Agree	7	47%	57	47%	82	49%
Slightly Agree	0	0%	20	16%	25	15%
Slightly Disagree	1	7%	1	1%	2	1%
Mostly Disagree	0	0%	2	2%	3	2%
Strongly Disagree	0	0%	1	1%	3	2%
Typical (Median[2]) Response	Mostly Agree		Mostly Agree		Mostly Agree	
15. HC faculty present material fairly and objectively while distinguishing between fact and opinion.						
Strongly Agree	8	26%	35	18%	51	19%
Mostly Agree	14	45%	110	56%	145	54%
Slightly Agree	3	10%	33	17%	45	17%
Slightly Disagree	3	10%	12	6%	15	6%
Mostly Disagree	1	3%	2	1%	4	1%
Strongly Disagree	2	6%	6	3%	9	3%
Typical (Median[2]) Response	Mostly Agree		Mostly Agree		Mostly Agree	

Note: Percentages may not sum to 100% due to rounding.

[1] Question number references questionnaire.

[2] One-half of responses are below and one-half of responses are above.

Table 9B. 1999 Accreditation Employee Survey Responses by Disability Status for Standard 2: Institutional Integrity (continued)

Question [1]	Disabled		Not Disabled		Total Employees	
	N	%	N	%	N	%
16. A typical "A" grade given at HC represents excellent student achievement.						
Strongly Agree	9	31%	60	26%	83	27%
Mostly Agree	15	52%	110	48%	150	48%
Slightly Agree	3	10%	30	13%	39	13%
Slightly Disagree	1	3%	15	6%	18	6%
Mostly Disagree	1	3%	9	4%	13	4%
Strongly Disagree	0	0%	7	3%	8	3%
Typical (Median[2]) Response	Mostly Agree		Mostly Agree		Mostly Agree	
17. Classified staff are treated respectfully by administrators.						
Strongly Agree	5	18%	52	25%	66	23%
Mostly Agree	12	43%	101	48%	131	46%
Slightly Agree	4	14%	37	17%	48	17%
Slightly Disagree	4	14%	9	4%	18	6%
Mostly Disagree	0	0%	6	3%	8	3%
Strongly Disagree	3	11%	7	3%	12	4%
Typical (Median[2]) Response	Mostly Agree		Mostly Agree		Mostly Agree	
18. Classified staff are treated respectfully by faculty.						
Strongly Agree	9	30%	63	27%	83	26%
Mostly Agree	11	37%	114	48%	148	47%
Slightly Agree	6	20%	35	15%	50	16%
Slightly Disagree	2	7%	16	7%	21	7%
Mostly Disagree	1	3%	5	2%	6	2%
Strongly Disagree	1	3%	4	2%	7	2%
Typical (Median[2]) Response	Mostly Agree		Mostly Agree		Mostly Agree	

Note: Percentages may not sum to 100% due to rounding.

[1] Question number references questionnaire.

[2] One-half of responses are below and one-half of responses are above.

Table 9B. 1999 Accreditation Employee Survey Responses by Disability Status for Standard 2: Institutional Integrity (continued)

Question [1]	Disabled		Not Disabled		Total Employees	
	N	%	N	%	N	%
20. HC's administration handles grievances fairly.						
Strongly Agree	5	22%	22	14%	33	15%
Mostly Agree	4	17%	49	32%	65	30%
Slightly Agree	5	22%	43	28%	53	24%
Slightly Disagree	2	9%	19	12%	26	12%
Mostly Disagree	4	17%	9	6%	17	8%
Strongly Disagree	3	13%	13	8%	23	11%
Typical (Median[2]) Response	Slightly Agree		Slightly Agree		Slightly Agree	
21. Written policies ensuring fairness are adhered to in employment procedures.						
Strongly Agree	4	15%	44	23%	59	22%
Mostly Agree	11	41%	81	42%	106	40%
Slightly Agree	3	11%	31	16%	40	15%
Slightly Disagree	2	7%	18	9%	23	9%
Mostly Disagree	3	11%	8	4%	15	6%
Strongly Disagree	4	15%	13	7%	22	8%
Typical (Median[2]) Response	Mostly Agree		Mostly Agree		Mostly Agree	
25. At HC, there is a positive environment in which faculty are treated with respect.						
Strongly Agree	7	21%	67	27%	85	25%
Mostly Agree	12	36%	76	30%	103	31%
Slightly Agree	2	6%	48	19%	58	17%
Slightly Disagree	2	6%	19	8%	27	8%
Mostly Disagree	4	12%	18	7%	26	8%
Strongly Disagree	6	18%	22	9%	37	11%
Typical (Median[2]) Response	Mostly Agree		Mostly Agree		Mostly Agree	

Note: Percentages may not sum to 100% due to rounding.

[1] Question number references questionnaire.

[2] One-half of responses are below and one-half of responses are above.

Table 9B. 1999 Accreditation Employee Survey Responses by Disability Status for Standard 2: Institutional Integrity (continued)

Question [1]	Disabled		Not Disabled		Total Employees	
	N	%	N	%	N	%
26. The integrity of the teaching process is protected at HC.						
Strongly Agree	11	33%	70	30%	96	30%
Mostly Agree	12	36%	93	39%	121	38%
Slightly Agree	3	9%	42	18%	51	16%
Slightly Disagree	3	9%	21	9%	30	9%
Mostly Disagree	3	9%	6	3%	13	4%
Strongly Disagree	1	3%	5	2%	8	3%
Typical (Median[2]) Response	Mostly Agree		Mostly Agree		Mostly Agree	
27. The college is committed to high standards of teaching.						
Strongly Agree	10	32%	72	28%	100	30%
Mostly Agree	10	32%	99	39%	124	37%
Slightly Agree	6	19%	43	17%	62	18%
Slightly Disagree	2	6%	19	8%	24	7%
Mostly Disagree	0	0%	14	6%	18	5%
Strongly Disagree	3	10%	6	2%	9	3%
Typical (Median[2]) Response	Mostly Agree		Mostly Agree		Mostly Agree	
29. Information in Hartnell College publications is accurate.						
Strongly Agree	8	27%	47	21%	65	21%
Mostly Agree	12	40%	106	47%	139	46%
Slightly Agree	7	23%	41	18%	56	18%
Slightly Disagree	0	0%	21	9%	26	9%
Mostly Disagree	3	10%	8	4%	11	4%
Strongly Disagree	0	0%	4	2%	8	3%
Typical (Median[2]) Response	Mostly Agree		Mostly Agree		Mostly Agree	

Note: Percentages may not sum to 100% due to rounding.

[1] Question number references questionnaire.

[2] One-half of responses are below and one-half of responses are above.

Table 9C. 1999 Accreditation Employee Survey Responses by Disability Status for Standard 3: Institutional Effectiveness

Question [1]	Disabled		Not Disabled		Total Employees	
	N	%	N	%	N	%
Total Respondents	36	100%	266	100%	358	100%
19. Hartnell College adequately publicizes the planning process.						
Strongly Agree	7	22%	51	23%	67	22%
Mostly Agree	7	22%	83	37%	108	36%
Slightly Agree	9	28%	59	26%	78	26%
Slightly Disagree	5	16%	18	8%	26	9%
Mostly Disagree	1	3%	7	3%	10	3%
Strongly Disagree	3	9%	6	3%	14	5%
Typical (Median[2]) Response	Slightly Agree		Mostly Agree		Mostly Agree	
22. HC provides sufficient resources to conduct effective institutional research and program evaluation studies.						
Strongly Agree	6	23%	30	16%	49	19%
Mostly Agree	4	15%	72	38%	87	34%
Slightly Agree	9	35%	48	26%	67	26%
Slightly Disagree	1	4%	25	13%	29	11%
Mostly Disagree	3	12%	7	4%	14	5%
Strongly Disagree	3	12%	6	3%	11	4%
Typical (Median[2]) Response	Slightly Agree		Mostly Agree		Mostly Agree	
23. Evaluation results from Program and Services Review are used to improve instructional programs and support services.						
Strongly Agree	4	17%	27	16%	34	15%
Mostly Agree	5	21%	55	33%	76	33%
Slightly Agree	7	29%	42	25%	59	26%
Slightly Disagree	5	21%	20	12%	28	12%
Mostly Disagree	0	0%	12	7%	15	7%
Strongly Disagree	3	13%	10	6%	16	7%
Typical (Median[2]) Response	Slightly Agree		Slightly Agree		Slightly Agree	

Note: Percentages may not sum to 100% due to rounding.

[1] Question number references questionnaire.

[2] One-half of responses are below and one-half of responses are above.

Table 9C. 1999 Accreditation Employee Survey Responses by Disability Status for Standard 3: Institutional Effectiveness (continued)

Question [1]	Disabled		Not Disabled		Total Employees	
	N	%	N	%	N	%
24. HC effectively evaluates how well it accomplishes its mission and purposes.						
Strongly Agree	4	14%	28	14%	40	15%
Mostly Agree	9	31%	62	32%	87	32%
Slightly Agree	9	31%	57	29%	75	28%
Slightly Disagree	3	10%	22	11%	31	11%
Mostly Disagree	2	7%	17	9%	23	8%
Strongly Disagree	2	7%	10	5%	15	6%
Typical (Median[2]) Response	Slightly Agree		Slightly Agree		Slightly Agree	
28. I have had sufficient opportunity to participate in the planning process at HC.						
Strongly Agree	5	15%	46	21%	56	19%
Mostly Agree	5	15%	69	31%	87	29%
Slightly Agree	11	33%	43	19%	65	22%
Slightly Disagree	4	12%	19	9%	29	10%
Mostly Disagree	1	3%	23	10%	29	10%
Strongly Disagree	7	21%	22	10%	34	11%
Typical (Median[2]) Response	Slightly Agree		Mostly Agree		Slightly Agree	
30. College-wide and unit planning are linked to resource allocation.						
Strongly Agree	4	17%	18	12%	24	12%
Mostly Agree	8	35%	60	40%	78	38%
Slightly Agree	5	22%	35	23%	48	23%
Slightly Disagree	1	4%	19	13%	27	13%
Mostly Disagree	2	9%	11	7%	14	7%
Strongly Disagree	3	13%	7	5%	15	7%
Typical (Median[2]) Response	Mostly Agree		Mostly Agree		Slightly Agree	

Note: Percentages may not sum to 100% due to rounding.

[1] Question number references questionnaire.

[2] One-half of responses are below and one-half of responses are above.

Table 9D. 1999 Accreditation Employee Survey Responses by Disability Status for Standard 4: Educational Programs

Question [1]	Disabled		Not Disabled		Total Employees	
	N	%	N	%	N	%
Total Respondents	36	100%	266	100%	358	100%
12. Programs and courses are offered in a manner that ensures students the opportunity to complete the entire program as announced in a reasonable amount of time.						
Strongly Agree	9	28%	61	25%	83	25%
Mostly Agree	12	38%	107	44%	146	44%
Slightly Agree	6	19%	47	19%	61	18%
Slightly Disagree	2	6%	14	6%	18	5%
Mostly Disagree	2	6%	8	3%	11	3%
Strongly Disagree	1	3%	8	3%	11	3%
Typical (Median[2]) Response	Mostly Agree		Mostly Agree		Mostly Agree	
29. Information in HC publications is accurate.						
Strongly Agree	8	27%	47	21%	65	21%
Mostly Agree	12	40%	106	47%	139	46%
Slightly Agree	7	23%	41	18%	56	18%
Slightly Disagree	0	0%	21	9%	26	9%
Mostly Disagree	3	10%	8	4%	11	4%
Strongly Disagree	0	0%	4	2%	8	3%
Typical (Median[2]) Response	Mostly Agree		Mostly Agree		Mostly Agree	
31. The college meets the varied educational needs of its students.						
Strongly Agree	5	16%	34	14%	49	15%
Mostly Agree	13	42%	124	51%	160	49%
Slightly Agree	8	26%	58	24%	78	24%
Slightly Disagree	4	13%	14	6%	23	7%
Mostly Disagree	0	0%	10	4%	11	3%
Strongly Disagree	1	3%	5	2%	7	2%
Typical (Median[2]) Response	Mostly Agree		Mostly Agree		Mostly Agree	

Note: Percentages may not sum to 100% due to rounding.

[1] Question number references questionnaire.

[2] One-half of responses are below and one-half of responses are above.

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Table 9D. 1999 Accreditation Employee Survey Responses by Disability Status for Standard 4: Educational Programs (continued)

Question [1]	Disabled		Not Disabled		Total Employees	
	N	%	N	%	N	%
32. The general education program is based on a clear philosophy and rationale.						
Strongly Agree	7	22%	48	22%	64	21%
Mostly Agree	15	47%	96	43%	131	44%
Slightly Agree	5	16%	53	24%	67	22%
Slightly Disagree	2	6%	14	6%	21	7%
Mostly Disagree	0	0%	6	3%	9	3%
Strongly Disagree	3	9%	6	3%	9	3%
Typical (Median[2]) Response	Mostly Agree		Mostly Agree		Mostly Agree	
35. The college's processes of curriculum and program development ensure high quality instructional programs.						
Strongly Agree	5	17%	48	21%	65	21%
Mostly Agree	14	48%	94	41%	130	42%
Slightly Agree	4	14%	51	22%	64	21%
Slightly Disagree	3	10%	22	10%	29	9%
Mostly Disagree	1	3%	6	3%	13	4%
Strongly Disagree	2	7%	6	3%	10	3%
Typical (Median[2]) Response	Mostly Agree		Mostly Agree		Mostly Agree	
36. The college uses a range of delivery systems and modes of instruction compatible with student needs.						
Strongly Agree	8	25%	48	21%	65	21%
Mostly Agree	13	41%	108	47%	144	46%
Slightly Agree	6	19%	53	23%	69	22%
Slightly Disagree	4	13%	16	7%	22	7%
Mostly Disagree	0	0%	4	2%	7	2%
Strongly Disagree	1	3%	3	1%	4	1%
Typical (Median[2]) Response	Mostly Agree		Mostly Agree		Mostly Agree	

Note: Percentages may not sum to 100% due to rounding.

[1] Question number references questionnaire.

[2] One-half of responses are below and one-half of responses are above.

Table 9D. 1999 Accreditation Employee Survey Responses by Disability Status for Standard 4: Educational Programs (continued)

Question [1]	Disabled		Not Disabled		Total Employees	
	N	%	N	%	N	%
38. The institution identifies expected learning outcomes for its degree and certificate programs.						
Strongly Agree	7	24%	40	20%	58	21%
Mostly Agree	15	52%	92	45%	127	46%
Slightly Agree	3	10%	46	23%	58	21%
Slightly Disagree	2	7%	12	6%	17	6%
Mostly Disagree	0	0%	6	3%	8	3%
Strongly Disagree	2	7%	7	3%	11	4%
Typical (Median[2]) Response	Mostly Agree		Mostly Agree		Mostly Agree	
44. The college has clearly defined processes for reviewing all of its educational programs.						
Strongly Agree	4	15%	29	17%	39	16%
Mostly Agree	10	38%	62	37%	88	37%
Slightly Agree	9	35%	40	24%	63	26%
Slightly Disagree	3	12%	20	12%	26	11%
Mostly Disagree	0	0%	13	8%	17	7%
Strongly Disagree	0	0%	5	3%	7	3%
Typical (Median[2]) Response	Mostly Agree		Mostly Agree		Mostly Agree	

Note: Percentages may not sum to 100% due to rounding.

[1] Question number references questionnaire.

[2] One-half of responses are below and one-half of responses are above.

Table 9E. 1999 Accreditation Employee Survey Responses by Disability Status for Standard 5: Student Support and Development

Question [1]	Disabled		Not Disabled		Total Employees	
	N	%	N	%	N	%
Total Respondents	36	100%	266	100%	358	100%
28. I have had sufficient opportunity to participate in the planning process at HC.						
Strongly Agree	5	15%	46	21%	56	19%
Mostly Agree	5	15%	69	31%	87	29%
Slightly Agree	11	33%	43	19%	65	22%
Slightly Disagree	4	12%	19	9%	29	10%
Mostly Disagree	1	3%	23	10%	29	10%
Strongly Disagree	7	21%	22	10%	34	11%
Typical (Median[2]) Response	Slightly Agree		Mostly Agree		Slightly Agree	
33. I am aware of HC's articulation agreements with the local high schools.						
Strongly Agree	6	21%	26	14%	36	14%
Mostly Agree	7	25%	65	35%	87	35%
Slightly Agree	7	25%	46	25%	60	24%
Slightly Disagree	2	7%	18	10%	23	9%
Mostly Disagree	2	7%	19	10%	25	10%
Strongly Disagree	4	14%	11	6%	19	8%
Typical (Median[2]) Response	Slightly Agree		Slightly Agree		Slightly Agree	
34. Gender and ethnic diversity among students is valued at HC.						
Strongly Agree	14	44%	90	35%	121	35%
Mostly Agree	12	38%	120	47%	157	46%
Slightly Agree	2	6%	31	12%	38	11%
Slightly Disagree	3	9%	9	4%	17	5%
Mostly Disagree	1	3%	2	1%	4	1%
Strongly Disagree	0	0%	4	2%	5	1%
Typical (Median[2]) Response	Mostly Agree		Mostly Agree		Mostly Agree	

Note: Percentages may not sum to 100% due to rounding.

[1] Question number references questionnaire.

[2] One-half of responses are below and one-half of responses are above.

Table 9E. 1999 Accreditation Employee Survey Responses by Disability Status
Standard 5: Student Support and Development (continued)

Question [1]	Disabled		Not Disabled		Total Employees	
	N	%	N	%	N	%
39. Students from gender and ethnic diverse backgrounds are treated with respect at HC.						
Strongly Agree	12	38%	83	33%	116	35%
Mostly Agree	15	47%	123	49%	158	47%
Slightly Agree	2	6%	29	12%	38	11%
Slightly Disagree	3	9%	7	3%	13	4%
Mostly Disagree	0	0%	3	1%	3	1%
Strongly Disagree	0	0%	5	2%	6	2%
Typical (Median[2]) Response	Mostly Agree		Mostly Agree		Mostly Agree	
40. The needs of the students are considered when decisions are made to add or delete programs or courses at HC.						
Strongly Agree	6	20%	35	16%	50	17%
Mostly Agree	9	30%	89	41%	115	39%
Slightly Agree	9	30%	38	18%	55	19%
Slightly Disagree	5	17%	24	11%	32	11%
Mostly Disagree	0	0%	15	7%	22	7%
Strongly Disagree	1	3%	15	7%	20	7%
Typical (Median[2]) Response	Mostly Agree		Mostly Agree		Mostly Agree	
41. HC's off-campus programs are adequate to address the needs of students who would otherwise have difficulty attending on-campus classes.						
Strongly Agree	5	18%	30	16%	43	17%
Mostly Agree	7	25%	61	33%	85	34%
Slightly Agree	6	21%	41	22%	54	21%
Slightly Disagree	5	18%	27	15%	36	14%
Mostly Disagree	2	7%	18	10%	23	9%
Strongly Disagree	3	11%	6	3%	11	4%
Typical (Median[2]) Response	Slightly Agree		Slightly Agree		Mostly Agree	

Note: Percentages may not sum to 100% due to rounding.

[1] Question number references questionnaire.

[2] One-half of responses are below and one-half of responses are above.

Table 9E. 1999 Accreditation Employee Survey Responses by Disability Status
Standard 5: Student Support and Development (continued)

Question [1]	Disabled		Not Disabled		Total Employees	
	N	%	N	%	N	%
42. I am aware of HC's articulation agreements with four-year colleges or universities.						
Strongly Agree	10	31%	53	28%	73	28%
Mostly Agree	8	25%	70	36%	95	36%
Slightly Agree	11	34%	45	23%	60	23%
Slightly Disagree	2	6%	9	5%	14	5%
Mostly Disagree	0	0%	5	3%	9	3%
Strongly Disagree	1	3%	10	5%	12	5%
Typical (Median[2]) Response	Mostly Agree		Mostly Agree		Mostly Agree	
43. There are sufficient knowledgeable HC staff to provide effective student services.						
Strongly Agree	8	27%	50	21%	71	22%
Mostly Agree	16	53%	108	46%	145	46%
Slightly Agree	5	17%	53	22%	66	21%
Slightly Disagree	1	3%	15	6%	20	6%
Mostly Disagree	0	0%	6	3%	8	3%
Strongly Disagree	0	0%	4	2%	6	2%
Typical (Median[2]) Response	Mostly Agree		Mostly Agree		Mostly Agree	
45. There are sufficient knowledgeable HC staff to provide effective learning resources.						
Strongly Agree	7	23%	54	23%	74	24%
Mostly Agree	12	40%	97	42%	133	43%
Slightly Agree	8	27%	48	21%	63	20%
Slightly Disagree	3	10%	19	8%	25	8%
Mostly Disagree	0	0%	6	3%	7	2%
Strongly Disagree	0	0%	6	3%	7	2%
Typical (Median[2]) Response	Mostly Agree		Mostly Agree		Mostly Agree	

Note: Percentages may not sum to 100% due to rounding.

[1] Question number references questionnaire.

[2] One-half of responses are below and one-half of responses are above.

Table 9E. 1999 Accreditation Employee Survey Responses by Disability Status
Standard 5: Student Support and Development (continued)

Question [1]	Disabled		Not Disabled		Total Employees	
	N	%	N	%	N	%
47. HC's policy regarding privacy of information is clearly stated and consistently administered.						
Strongly Agree	11	33%	94	43%	124	41%
Mostly Agree	13	39%	80	36%	113	37%
Slightly Agree	7	21%	26	12%	39	13%
Slightly Disagree	0	0%	12	5%	13	4%
Mostly Disagree	1	3%	4	2%	8	3%
Strongly Disagree	1	3%	5	2%	8	3%
Typical (Median[2]) Response	Mostly Agree		Mostly Agree		Mostly Agree	

Note: Percentages may not sum to 100% due to rounding.

[1] Question number references questionnaire.

[2] One-half of responses are below and one-half of responses are above.

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Table 9F. 1999 Accreditation Employee Survey Responses by Disability Status for Standard 6: Information and Learning Resources

Question [1]	Disabled		Not Disabled		Total Employees	
	N	%	N	%	N	%
Total Respondents	36	100%	266	100%	358	100%
46. The HC library has sufficient professionally qualified staff to provide reference and informational assistance and technical support to serve faculty and staff needs.						
Strongly Agree	11	37%	68	30%	96	31%
Mostly Agree	12	40%	101	44%	131	42%
Slightly Agree	5	17%	32	14%	45	15%
Slightly Disagree	1	3%	15	7%	17	6%
Mostly Disagree	0	0%	11	5%	14	5%
Strongly Disagree	1	3%	3	1%	6	2%
Typical (Median[2]) Response	Mostly Agree		Mostly Agree		Mostly Agree	
51. HC provides adequate training, equipment and network connectivity to access the collections of the library and computer labs.						
Strongly Agree	6	19%	61	28%	84	28%
Mostly Agree	10	32%	88	40%	118	39%
Slightly Agree	8	26%	39	18%	54	18%
Slightly Disagree	2	6%	15	7%	18	6%
Mostly Disagree	1	3%	7	3%	10	3%
Strongly Disagree	4	13%	10	5%	17	6%
Typical (Median[2]) Response	Mostly Agree		Mostly Agree		Mostly Agree	
52. I have adequate opportunity to recommend items to be added to the library collection.						
Strongly Agree	5	17%	60	31%	76	29%
Mostly Agree	13	45%	61	32%	90	35%
Slightly Agree	4	14%	36	19%	43	17%
Slightly Disagree	2	7%	16	8%	20	8%
Mostly Disagree	0	0%	8	4%	10	4%
Strongly Disagree	5	17%	10	5%	20	8%
Typical (Median[2]) Response	Mostly Agree		Mostly Agree		Mostly Agree	

Note. Percentages may not sum to 100% due to rounding.

[1] Question number references questionnaire.

[2] One-half of responses are below and one-half of responses are above.

Table 9F. 1999 Accreditation Employee Survey Responses by Disability Status
Standard 6: Information and Learning Resources (continued)

Question [1]	Disabled		Not Disabled		Total Employees	
	N	%	N	%	N	%
53. Computer and software on campus are up-to-date, in good condition, and meet students' assignment needs.						
Strongly Agree	5	17%	60	29%	81	29%
Mostly Agree	9	31%	84	41%	108	39%
Slightly Agree	9	31%	41	20%	56	20%
Slightly Disagree	3	10%	9	4%	15	5%
Mostly Disagree	2	7%	3	1%	8	3%
Strongly Disagree	1	3%	8	4%	11	4%
Typical (Median[2]) Response	Slightly Agree		Mostly Agree		Mostly Agree	
54. The Center for Learning Technologies and Innovation's operating hours provide me with adequate access.						
Strongly Agree	5	19%	68	37%	88	35%
Mostly Agree	12	44%	73	40%	101	40%
Slightly Agree	4	15%	30	16%	39	16%
Slightly Disagree	3	11%	6	3%	13	5%
Mostly Disagree	2	7%	4	2%	6	2%
Strongly Disagree	1	4%	1	1%	4	2%
Typical (Median[2]) Response	Mostly Agree		Mostly Agree		Mostly Agree	
55. The Hartnell College Library Audio-Visual Department's operating hours are sufficient to support instruction.						
Strongly Agree	5	18%	52	28%	69	27%
Mostly Agree	14	50%	84	45%	117	46%
Slightly Agree	4	14%	31	17%	43	17%
Slightly Disagree	3	11%	10	5%	14	5%
Mostly Disagree	1	4%	4	2%	6	2%
Strongly Disagree	1	4%	5	3%	7	3%
Typical (Median[2]) Response	Mostly Agree		Mostly Agree		Mostly Agree	

Note: Percentages may not sum to 100% due to rounding.

[1] Question number references questionnaire.

[2] One-half of responses are below and one-half of responses are above.

Table 9F. 1999 Accreditation Employee Survey Responses by Disability Status
Standard 6: Information and Learning Resources (continued)

Question [1]	Disabled		Not Disabled		Total Employees	
	N	%	N	%	N	%
56. I am aware that materials from other institutions are available for use by HC faculty, staff, and students through inter-library loan or on-site use.						
Strongly Agree	10	36%	76	38%	99	36%
Mostly Agree	9	32%	72	36%	95	35%
Slightly Agree	4	14%	24	12%	37	14%
Slightly Disagree	2	7%	14	7%	17	6%
Mostly Disagree	0	0%	3	1%	5	2%
Strongly Disagree	3	11%	13	6%	21	8%
Typical (Median[2]) Response	Mostly Agree		Mostly Agree		Mostly Agree	
57. The library's holdings are adequate in terms of current quality, depth of coverage and variety for books.						
Strongly Agree	3	11%	23	11%	36	13%
Mostly Agree	13	48%	74	36%	103	38%
Slightly Agree	2	7%	45	22%	54	20%
Slightly Disagree	4	15%	33	16%	38	14%
Mostly Disagree	0	0%	18	9%	18	7%
Strongly Disagree	5	19%	13	6%	23	8%
Typical (Median[2]) Response	Mostly Agree		Slightly Agree		Mostly Agree	
58. The library's holdings are adequate in terms of current quality, depth of coverage and variety for magazines and newspapers.						
Strongly Agree	5	19%	36	18%	55	20%
Mostly Agree	14	52%	78	38%	110	40%
Slightly Agree	5	19%	42	21%	55	20%
Slightly Disagree	2	7%	24	12%	27	10%
Mostly Disagree	0	0%	18	9%	18	7%
Strongly Disagree	1	4%	6	3%	9	3%
Typical (Median[2]) Response	Mostly Agree		Mostly Agree		Mostly Agree	

Note: Percentages may not sum to 100% due to rounding.

[1] Question number references questionnaire.

[2] One-half of responses are below and one-half of responses are above.

Table 9F. 1999 Accreditation Employee Survey
Responses by Disability Status
Standard 6: Information and Learning Resources (continued)

Question [1]	Disabled		Not Disabled		Total Employees	
	N	%	N	%	N	%
59. The library's holdings are adequate in terms of current quality, depth of coverage and variety for on-line resources.						
Strongly Agree	4	15%	48	25%	69	27%
Mostly Agree	14	54%	82	42%	109	43%
Slightly Agree	8	31%	38	20%	51	20%
Slightly Disagree	0	0%	17	9%	19	7%
Mostly Disagree	0	0%	4	2%	4	2%
Strongly Disagree	0	0%	4	2%	4	2%
Typical (Median[2]) Response	Mostly Agree		Mostly Agree		Mostly Agree	
60. The library's holdings are adequate in terms of current quality, depth of coverage and variety for media (e.g., videos, CD-ROMs).						
Strongly Agree	3	12%	32	18%	47	20%
Mostly Agree	13	52%	68	38%	95	40%
Slightly Agree	5	20%	43	24%	52	22%
Slightly Disagree	2	8%	22	12%	27	11%
Mostly Disagree	0	0%	7	4%	9	4%
Strongly Disagree	2	8%	8	4%	10	4%
Typical (Median[2]) Response	Mostly Agree		Mostly Agree		Mostly Agree	
61. The library selects, acquires, organizes, and maintains an adequate and current collection of books to support the institution's educational programs.						
Strongly Agree	3	12%	29	15%	41	15%
Mostly Agree	11	44%	73	37%	101	38%
Slightly Agree	5	20%	50	25%	61	23%
Slightly Disagree	3	12%	19	10%	25	9%
Mostly Disagree	0	0%	17	9%	19	7%
Strongly Disagree	3	12%	12	6%	19	7%
Typical (Median[2]) Response	Mostly Agree		Mostly Agree		Mostly Agree	

Note: Percentages may not sum to 100% due to rounding.

[1] Question number references questionnaire.

[2] One-half of responses are below and one-half of responses are above.

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Table 9F. 1999 Accreditation Employee Survey
Responses by Disability Status
Standard 6: Information and Learning Resources (continued)

Question [1]	Disabled		Not Disabled		Total Employees	
	N	%	N	%	N	%
62. The library selects, acquires, organizes, and maintains an adequate and current collection of magazines and newspapers to support the institution's educational programs.						
Strongly Agree	4	16%	38	19%	52	20%
Mostly Agree	12	48%	85	42%	118	44%
Slightly Agree	7	28%	38	19%	52	20%
Slightly Disagree	0	0%	24	12%	24	9%
Mostly Disagree	0	0%	9	4%	10	4%
Strongly Disagree	2	8%	7	3%	10	4%
Typical (Median[2]) Response	Mostly Agree		Mostly Agree		Mostly Agree	
63. The library selects, acquires, organizes, and maintains an adequate and current collection of on-line resources to support the institution's educational programs.						
Strongly Agree	6	25%	46	24%	66	26%
Mostly Agree	10	42%	86	46%	112	45%
Slightly Agree	8	33%	37	20%	50	20%
Slightly Disagree	0	0%	12	6%	13	5%
Mostly Disagree	0	0%	5	3%	6	2%
Strongly Disagree	0	0%	3	2%	3	1%
Typical (Median[2]) Response	Mostly Agree		Mostly Agree		Mostly Agree	
64. The library selects, acquires, organizes, and maintains an adequate and current collection of media (e.g., videos, CD-ROMs) to support the institution's educational programs.						
Strongly Agree	4	17%	32	18%	47	20%
Mostly Agree	12	50%	75	41%	102	43%
Slightly Agree	5	21%	43	24%	53	22%
Slightly Disagree	1	4%	17	9%	20	8%
Mostly Disagree	0	0%	8	4%	10	4%
Strongly Disagree	2	8%	6	3%	8	3%
Typical (Median[2]) Response	Mostly Agree		Mostly Agree		Mostly Agree	

Note: Percentages may not sum to 100% due to rounding.

[1] Question number references questionnaire.

[2] One-half of responses are below and one-half of responses are above.

Table 9F. 1999 Accreditation Employee Survey Responses by Disability Status
Standard 6: Information and Learning Resources (continued)

Question [1]	Disabled		Not Disabled		Total Employees	
	N	%	N	%	N	%
65. The computer labs' software and network configurations provide me with adequate access to the applications I need to support my courses.						
Strongly Agree	13	39%	98	43%	130	43%
Mostly Agree	3	9%	10	4%	14	5%
Slightly Agree	1	3%	8	3%	11	4%
Slightly Disagree	2	6%	11	5%	15	5%
Mostly Disagree	5	15%	29	13%	38	13%
Strongly Disagree	9	27%	73	32%	96	32%
Typical (Median[2]) Response	Slightly Agree		Slightly Agree		Slightly Agree	

Note: Percentages may not sum to 100% due to rounding.

[1] Question number references questionnaire.

[2] One-half of responses are below and one-half of responses are above.

Table 9G. 1999 Accreditation Employee Survey Responses by Disability Status for Standard 7: Faculty and Staff

Question [1]	Disabled		Not Disabled		Total Employees	
	N	%	N	%	N	%
Total Respondents	36	100%	266	100%	358	100%
37. The evaluation of each category of staff is systematic and conducted at stated intervals.						
Strongly Agree	2	8%	22	12%	31	13%
Mostly Agree	14	54%	74	41%	101	41%
Slightly Agree	3	12%	34	19%	44	18%
Slightly Disagree	2	8%	21	12%	30	12%
Mostly Disagree	1	4%	14	8%	17	7%
Strongly Disagree	4	15%	17	9%	22	9%
Typical (Median[2]) Response	Mostly Agree		Mostly Agree		Mostly Agree	
48. I am aware of how I can obtain and review personnel policies and procedures.						
Strongly Agree	9	26%	83	36%	107	34%
Mostly Agree	11	31%	79	34%	107	34%
Slightly Agree	8	23%	40	17%	58	18%
Slightly Disagree	4	11%	13	6%	20	6%
Mostly Disagree	1	3%	9	4%	14	4%
Strongly Disagree	2	6%	8	3%	13	4%
Typical (Median[2]) Response	Mostly Agree		Mostly Agree		Mostly Agree	
49. I am satisfied that personnel records are kept confidential.						
Strongly Agree	9	31%	98	43%	125	41%
Mostly Agree	12	41%	84	37%	108	35%
Slightly Agree	5	17%	23	10%	36	12%
Slightly Disagree	1	3%	9	4%	14	5%
Mostly Disagree	0	0%	7	3%	9	3%
Strongly Disagree	2	7%	6	3%	13	4%
Typical (Median[2]) Response	Mostly Agree		Mostly Agree		Mostly Agree	

Note: Percentages may not sum to 100% due to rounding.

[1] Question number references questionnaire.

[2] One-half of responses are below and one-half of responses are above.

Table 9G. 1999 Accreditation Employee Survey Responses by Disability Status for Standard 7: Faculty and Staff (continued)

Question [1]	Disabled		Not Disabled		Total Employees	
	N	%	N	%	N	%
50. I am satisfied with the college hiring process for my constituent group.						
Strongly Agree	9	30%	68	28%	89	27%
Mostly Agree	13	43%	80	33%	107	33%
Slightly Agree	0	0%	30	12%	36	11%
Slightly Disagree	4	13%	27	11%	38	12%
Mostly Disagree	1	3%	13	5%	18	6%
Strongly Disagree	3	10%	28	11%	39	12%
Typical (Median[2]) Response	Mostly Agree		Mostly Agree		Mostly Agree	
66. The college adequately provides me with sufficient staff development opportunities to attend professional conferences.						
Strongly Agree	5	17%	41	19%	53	18%
Mostly Agree	10	34%	63	30%	85	30%
Slightly Agree	3	10%	38	18%	53	18%
Slightly Disagree	4	14%	21	10%	29	10%
Mostly Disagree	3	10%	21	10%	29	10%
Strongly Disagree	4	14%	29	14%	39	14%
Typical (Median[2]) Response	Mostly Agree		Slightly Agree		Slightly Agree	
67. The college adequately distributes information about opportunities to learn new instructional approaches.						
Strongly Agree	5	17%	31	14%	45	16%
Mostly Agree	10	33%	82	38%	106	37%
Slightly Agree	4	13%	50	23%	64	22%
Slightly Disagree	4	13%	25	12%	31	11%
Mostly Disagree	5	17%	13	6%	21	7%
Strongly Disagree	2	7%	15	7%	19	7%
Typical (Median[2]) Response	Mostly Agree		Mostly Agree		Mostly Agree	

Note: Percentages may not sum to 100% due to rounding.

[1] Question number references questionnaire.

[2] One-half of responses are below and one-half of responses are above.

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Table 9G. 1999 Accreditation Employee Survey Responses by Disability Status for Standard 7: Faculty and Staff (continued)

Question [1]	Disabled		Not Disabled		Total Employees	
	N	%	N	%	N	%
68. My immediate supervisor encourages and supports my participation in professional development activities.						
Strongly Agree	13	38%	93	40%	123	39%
Mostly Agree	12	35%	61	26%	85	27%
Slightly Agree	3	9%	30	13%	39	13%
Slightly Disagree	1	3%	16	7%	18	6%
Mostly Disagree	2	6%	12	5%	18	6%
Strongly Disagree	3	9%	19	8%	29	9%
Typical (Median[2]) Response	Mostly Agree		Mostly Agree		Mostly Agree	
69. The Tenure Review Committee process is effective in making recommendations for tenure.						
Strongly Agree	2	13%	16	20%	21	19%
Mostly Agree	6	40%	29	36%	40	36%
Slightly Agree	3	20%	18	22%	26	23%
Slightly Disagree	2	13%	6	7%	9	8%
Mostly Disagree	0	0%	4	5%	6	5%
Strongly Disagree	2	13%	8	10%	10	9%
Typical (Median[2]) Response	Mostly Agree		Mostly Agree		Mostly Agree	
70. The general college climate is respectful and responsive to a diverse educational and cultural campus environment.						
Strongly Agree	9	29%	73	29%	96	28%
Mostly Agree	12	39%	114	45%	147	43%
Slightly Agree	5	16%	41	16%	55	16%
Slightly Disagree	2	6%	16	6%	19	6%
Mostly Disagree	1	3%	6	2%	9	3%
Strongly Disagree	2	6%	6	2%	12	4%
Typical (Median[2]) Response	Mostly Agree		Mostly Agree		Mostly Agree	

Note: Percentages may not sum to 100% due to rounding.

[1] Question number references questionnaire.

[2] One-half of responses are below and one-half of responses are above.

Table 9G. 1999 Accreditation Employee Survey Responses by Disability Status for Standard 7: Faculty and Staff (continued)

Question [1]	Disabled		Not Disabled		Total Employees	
	N	%	N	%	N	%
71. I believe college employees are actively working to make multiculturalism a reality on campus.						
Strongly Agree	7	22%	67	27%	87	27%
Mostly Agree	12	38%	109	44%	140	43%
Slightly Agree	7	22%	46	19%	62	19%
Slightly Disagree	1	3%	10	4%	14	4%
Mostly Disagree	2	6%	7	3%	9	3%
Strongly Disagree	3	9%	7	3%	14	4%
Typical (Median[2]) Response	Mostly Agree		Mostly Agree		Mostly Agree	
72. The number of staff and faculty who are qualified by appropriate education, training and experience is sufficient to support the programs offered by the college.						
Strongly Agree	8	26%	49	22%	67	22%
Mostly Agree	13	42%	93	42%	128	43%
Slightly Agree	6	19%	47	21%	60	20%
Slightly Disagree	2	6%	22	10%	26	9%
Mostly Disagree	1	3%	7	3%	11	4%
Strongly Disagree	1	3%	6	3%	9	3%
Typical (Median[2]) Response	Mostly Agree		Mostly Agree		Mostly Agree	
73. The planning and evaluation of staff development programs include participation of staff who participate in, or are affected by, the programs.						
Strongly Agree	4	15%	33	20%	41	18%
Mostly Agree	11	42%	74	44%	97	43%
Slightly Agree	5	19%	31	18%	46	20%
Slightly Disagree	2	8%	15	9%	20	9%
Mostly Disagree	1	4%	7	4%	10	4%
Strongly Disagree	3	12%	8	5%	14	6%
Typical (Median[2]) Response	Mostly Agree		Mostly Agree		Mostly Agree	

Note: Percentages may not sum to 100% due to rounding.

[1] Question number references questionnaire.

[2] One-half of responses are below and one-half of responses are above.

Table 9H. 1999 Accreditation Employee Survey Responses by Disability Status for Standard 8: Physical Resources

Question [1]	Disabled		Not Disabled		Total Employees	
	N	%	N	%	N	%
Total Respondents	36	100%	266	100%	358	100%
78. College buildings and facilities provide a healthy working environment.						
Strongly Agree	6	17%	41	16%	56	16%
Mostly Agree	16	46%	99	39%	134	39%
Slightly Agree	4	11%	69	27%	84	24%
Slightly Disagree	2	6%	24	9%	29	8%
Mostly Disagree	2	6%	9	4%	19	6%
Strongly Disagree	5	14%	14	5%	23	7%
Typical (Median[2]) Response	Mostly Agree		Mostly Agree		Mostly Agree	
79. I am satisfied with my personal safety and security at the college.						
Strongly Agree	12	34%	72	28%	95	27%
Mostly Agree	11	31%	115	45%	152	44%
Slightly Agree	8	23%	38	15%	54	16%
Slightly Disagree	2	6%	15	6%	20	6%
Mostly Disagree	0	0%	8	3%	12	3%
Strongly Disagree	2	6%	9	4%	13	4%
Typical (Median[2]) Response	Mostly Agree		Mostly Agree		Mostly Agree	
80. The college grounds are well maintained and manicured.						
Strongly Agree	14	39%	101	39%	136	39%
Mostly Agree	13	36%	105	40%	138	39%
Slightly Agree	6	17%	39	15%	52	15%
Slightly Disagree	2	6%	10	4%	17	5%
Mostly Disagree	0	0%	3	1%	4	1%
Strongly Disagree	1	3%	4	2%	5	1%
Typical (Median[2]) Response	Mostly Agree		Mostly Agree		Mostly Agree	

Note: Percentages may not sum to 100% due to rounding.

[1] Question number references questionnaire.

[2] One-half of responses are below and one-half of responses are above.

Table 9H. 1999 Accreditation Employee Survey Responses by Disability Status for Standard 8: Physical Resources (continued)

Question [1]	Disabled		Not Disabled		Total Employees	
	N	%	N	%	N	%
81. Classrooms are of adequate size for instruction and programs.						
Strongly Agree	5	15%	43	18%	57	18%
Mostly Agree	15	44%	88	37%	127	39%
Slightly Agree	6	18%	47	20%	61	19%
Slightly Disagree	4	12%	28	12%	36	11%
Mostly Disagree	2	6%	17	7%	20	6%
Strongly Disagree	2	6%	17	7%	24	7%
Typical (Median[2]) Response	Mostly Agree		Mostly Agree		Mostly Agree	
82. Laboratories are of adequate size for instruction and programs.						
Strongly Agree	3	12%	36	18%	49	19%
Mostly Agree	11	44%	68	34%	93	35%
Slightly Agree	6	24%	46	23%	59	22%
Slightly Disagree	1	4%	27	13%	31	12%
Mostly Disagree	1	4%	13	6%	15	6%
Strongly Disagree	3	12%	12	6%	17	6%
Typical (Median[2]) Response	Mostly Agree		Mostly Agree		Mostly Agree	
83. Parking lots are well-lighted and secure.						
Strongly Agree	5	14%	47	19%	60	18%
Mostly Agree	10	29%	89	36%	120	36%
Slightly Agree	7	20%	53	21%	70	21%
Slightly Disagree	5	14%	32	13%	44	13%
Mostly Disagree	2	6%	14	6%	18	5%
Strongly Disagree	6	17%	15	6%	23	7%
Typical (Median[2]) Response	Slightly Agree		Mostly Agree		Mostly Agree	

Note: Percentages may not sum to 100% due to rounding.

[1] Question number references questionnaire.

[2] One-half of responses are below and one-half of responses are above.

Table 9H. 1999 Accreditation Employee Survey Responses by Disability Status for Standard 8: Physical Resources (continued)

Question [1]	Disabled		Not Disabled		Total Employees	
	N	%	N	%	N	%
84. The amount of parking space is adequate on the campus.						
Strongly Agree	2	6%	19	7%	30	9%
Mostly Agree	6	18%	40	16%	57	17%
Slightly Agree	8	24%	46	18%	62	18%
Slightly Disagree	6	18%	44	17%	56	16%
Mostly Disagree	4	12%	45	18%	53	15%
Strongly Disagree	8	24%	61	24%	84	25%
Typical (Median[2]) Response	Slightly Disagree		Slightly Disagree		Slightly Disagree	
87. I am satisfied with the comfort and attractiveness of the buildings and grounds.						
Strongly Agree	9	26%	54	21%	78	22%
Mostly Agree	14	41%	99	38%	132	38%
Slightly Agree	4	12%	48	18%	60	17%
Slightly Disagree	4	12%	29	11%	39	11%
Mostly Disagree	0	0%	19	7%	22	6%
Strongly Disagree	3	9%	11	4%	16	5%
Typical (Median[2]) Response	Mostly Agree		Mostly Agree		Mostly Agree	
89. The management, maintenance, cleanliness and operation of the physical facilities is efficient and of a quality necessary to support programs and services.						
Strongly Agree	9	26%	52	21%	71	21%
Mostly Agree	12	35%	74	30%	103	31%
Slightly Agree	6	18%	61	24%	81	24%
Slightly Disagree	4	12%	34	14%	42	13%
Mostly Disagree	1	3%	16	6%	21	6%
Strongly Disagree	2	6%	13	5%	17	5%
Typical (Median[2]) Response	Mostly Agree		Mostly Agree		Mostly Agree	

Note: Percentages may not sum to 100% due to rounding.

[1] Question number references questionnaire.

[2] One-half of responses are below and one-half of responses are above.

Table 9I. 1999 Accreditation Employee Survey Responses by Disability Status for Standard 9: Financial Resources

Question [1]	Disabled		Not Disabled		Total Employees	
	N	%	N	%	N	%
Total Respondents	36	100%	266	100%	358	100%
85. The college strives to support innovation/ expansion in its programs.						
Strongly Agree	4	14%	55	26%	68	24%
Mostly Agree	13	45%	66	31%	96	33%
Slightly Agree	6	21%	57	27%	74	26%
Slightly Disagree	4	14%	18	8%	26	9%
Mostly Disagree	1	3%	11	5%	15	5%
Strongly Disagree	1	3%	6	3%	9	3%
Typical (Median[2]) Response	Mostly Agree		Mostly Agree		Mostly Agree	
86. The college budget reflects college priorities and planning goals.						
Strongly Agree	3	12%	30	16%	37	15%
Mostly Agree	10	38%	45	24%	63	26%
Slightly Agree	2	8%	53	29%	66	27%
Slightly Disagree	5	19%	32	17%	40	16%
Mostly Disagree	1	4%	9	5%	14	6%
Strongly Disagree	5	19%	15	8%	26	11%
Typical (Median[2]) Response	Mostly Agree		Slightly Agree		Slightly Agree	
88. The organization for administering HC's budget and finances is clearly defined.						
Strongly Agree	2	7%	20	12%	25	11%
Mostly Agree	6	21%	34	20%	48	20%
Slightly Agree	8	28%	41	24%	52	22%
Slightly Disagree	7	24%	28	16%	43	18%
Mostly Disagree	2	7%	24	14%	30	13%
Strongly Disagree	4	14%	26	15%	40	17%
Typical (Median[2]) Response	Slightly Agree		Slightly Agree		Slightly Agree	

Note: Percentages may not sum to 100% due to rounding.

[1] Question number references questionnaire.

[2] One-half of responses are below and one-half of responses are above.

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Table 9I. 1999 Accreditation Employee Survey Responses by Disability Status for Standard 9: Financial Resources (continued)

Question [1]	Disabled		Not Disabled		Total Employees	
	N	%	N	%	N	%
90. The college's overall use of financial resources is consistent with its educational goals.						
Strongly Agree	2	8%	24	13%	30	12%
Mostly Agree	13	54%	54	30%	80	33%
Slightly Agree	3	13%	43	24%	58	24%
Slightly Disagree	1	4%	23	13%	24	10%
Mostly Disagree	3	13%	19	10%	24	10%
Strongly Disagree	2	8%	18	10%	26	11%
Typical (Median[2]) Response	Mostly Agree		Slightly Agree		Slightly Agree	
91. College guidelines and processes for financial planning and budget development are clearly defined and followed.						
Strongly Agree	2	9%	18	12%	23	11%
Mostly Agree	8	35%	39	26%	59	29%
Slightly Agree	5	22%	37	25%	48	24%
Slightly Disagree	3	13%	23	16%	26	13%
Mostly Disagree	2	9%	19	13%	24	12%
Strongly Disagree	3	13%	12	8%	24	12%
Typical (Median[2]) Response	Slightly Agree		Slightly Agree		Slightly Agree	
92. The Board of Trustees has performed responsibly in overseeing the financial soundness of the district.						
Strongly Agree	2	8%	21	14%	28	13%
Mostly Agree	7	27%	49	32%	66	31%
Slightly Agree	8	31%	29	19%	44	20%
Slightly Disagree	2	8%	22	14%	29	13%
Mostly Disagree	3	12%	16	10%	21	10%
Strongly Disagree	4	15%	17	11%	27	13%
Typical (Median[2]) Response	Slightly Agree		Slightly Agree		Slightly Agree	

Note: Percentages may not sum to 100% due to rounding.

[1] Question number references questionnaire.

[2] One-half of responses are below and one-half of responses are above.

Table 9J. 1999 Accreditation Employee Survey Responses by Disability Status for Standard 10: Governance and Administration

Question [1]	Disabled		Not Disabled		Total Employees	
	N	%	N	%	N	%
Total Respondents	36	100%	266	100%	358	100%
74. In general, I am aware of the classified staff's role in various governing, planning, budgeting and policy making bodies at the college.						
Strongly Agree	7	25%	36	18%	47	18%
Mostly Agree	11	39%	70	36%	98	38%
Slightly Agree	5	18%	48	25%	58	23%
Slightly Disagree	2	7%	22	11%	28	11%
Mostly Disagree	0	0%	10	5%	12	5%
Strongly Disagree	3	11%	9	5%	14	5%
Typical (Median[2]) Response	Mostly Agree		Mostly Agree		Mostly Agree	
75. In general, I am aware of the students' role in various governing, planning, budgeting and policy making bodies at the college.						
Strongly Agree	5	18%	29	15%	35	14%
Mostly Agree	9	32%	59	31%	88	35%
Slightly Agree	9	32%	53	28%	67	26%
Slightly Disagree	2	7%	28	15%	34	13%
Mostly Disagree	2	7%	13	7%	16	6%
Strongly Disagree	1	4%	9	5%	14	6%
Typical (Median[2]) Response	Mostly Agree		Slightly Agree		Slightly Agree	
76. In general, I am aware of the faculty's role in various governing, planning, budgeting and policy making bodies at the college.						
Strongly Agree	5	17%	42	20%	53	20%
Mostly Agree	12	41%	77	37%	103	38%
Slightly Agree	8	28%	53	26%	68	25%
Slightly Disagree	2	7%	19	9%	25	9%
Mostly Disagree	0	0%	7	3%	8	3%
Strongly Disagree	2	7%	9	4%	13	5%
Typical (Median[2]) Response	Mostly Agree		Mostly Agree		Mostly Agree	

Note: Percentages may not sum to 100% due to rounding.

[1] Question number references questionnaire.

[2] One-half of responses are below and one-half of responses are above.

Table 9J. 1999 Accreditation Employee Survey Responses by Disability Status for Standard 10: Governance and Administration (continued)

Question [1]	Disabled		Not Disabled		Total Employees	
	N	%	N	%	N	%
77. The faculty exercise a substantial voice in matters related to educational programs, the hiring of faculty and other personnel, and institutional policies.						
Strongly Agree	3	10%	23	12%	28	11%
Mostly Agree	13	45%	61	31%	91	35%
Slightly Agree	3	10%	57	29%	66	25%
Slightly Disagree	7	24%	22	11%	31	12%
Mostly Disagree	0	0%	17	9%	21	8%
Strongly Disagree	3	10%	18	9%	26	10%
Typical (Median[2]) Response	Mostly Agree		Slightly Agree		Slightly Agree	
93. I have a substantive role in college governance and policy-making that relate to my areas of responsibility and expertise.						
Strongly Agree	3	10%	23	12%	29	11%
Mostly Agree	6	20%	47	24%	59	23%
Slightly Agree	7	23%	35	18%	50	19%
Slightly Disagree	3	10%	25	13%	29	11%
Mostly Disagree	3	10%	29	15%	35	13%
Strongly Disagree	8	27%	37	19%	59	23%
Typical (Median[2]) Response	Slightly Agree		Slightly Agree		Slightly Agree	
94. The Hartnell Board of Trustees makes responsible decisions and takes responsible actions that support and promote the missions and functions of the college.						
Strongly Agree	4	16%	28	16%	38	16%
Mostly Agree	5	20%	49	28%	63	26%
Slightly Agree	7	28%	39	22%	57	24%
Slightly Disagree	3	12%	24	14%	29	12%
Mostly Disagree	2	8%	16	9%	21	9%
Strongly Disagree	4	16%	19	11%	30	13%
Typical (Median[2]) Response	Slightly Agree		Slightly Agree		Slightly Agree	

Note: Percentages may not sum to 100% due to rounding.

[1] Question number references questionnaire.

[2] One-half of responses are below and one-half of responses are above.

Table 9J. 1999 Accreditation Employee Survey Responses by Disability Status for Standard 10: Governance and Administration (continued)

Question [1]	Disabled		Not Disabled		Total Employees	
	N	%	N	%	N	%
95. The Administration supports and uses a decision-making process which involves the persons who will be affected.						
Strongly Agree	5	18%	28	15%	38	15%
Mostly Agree	8	29%	50	26%	72	27%
Slightly Agree	7	25%	50	26%	63	24%
Slightly Disagree	3	11%	29	15%	37	14%
Mostly Disagree	1	4%	24	12%	29	11%
Strongly Disagree	4	14%	12	6%	23	9%
Typical (Median[2]) Response	Slightly Agree		Slightly Agree		Slightly Agree	
96. The Administration provides effective and efficient leadership and management which supports the college's mission.						
Strongly Agree	5	16%	35	15%	50	16%
Mostly Agree	15	47%	91	40%	122	40%
Slightly Agree	5	16%	57	25%	69	23%
Slightly Disagree	1	3%	20	9%	26	9%
Mostly Disagree	3	9%	14	6%	20	7%
Strongly Disagree	3	9%	10	4%	18	6%
Typical (Median[2]) Response	Mostly Agree		Mostly Agree		Mostly Agree	
97. The Administration provides effective leadership to define goals, develop plans and establish priorities for the institution.						
Strongly Agree	6	19%	40	17%	56	18%
Mostly Agree	13	41%	86	37%	115	37%
Slightly Agree	5	16%	63	27%	78	25%
Slightly Disagree	1	3%	17	7%	20	6%
Mostly Disagree	4	13%	13	6%	21	7%
Strongly Disagree	3	9%	12	5%	19	6%
Typical (Median[2]) Response	Mostly Agree		Mostly Agree		Mostly Agree	

Note: Percentages may not sum to 100% due to rounding.

[1] Question number references questionnaire.

[2] One-half of responses are below and one-half of responses are above.

Table 9J. 1999 Accreditation Employee Survey Responses by Disability Status for Standard 10: Governance and Administration (continued)

Question [1]	Disabled		Not Disabled		Total Employees	
	N	%	N	%	N	%
98. The Administration has established and utilizes effective methods of communication to exchange information in a timely and efficient manner.						
Strongly Agree	7	20%	41	18%	58	18%
Mostly Agree	14	40%	73	31%	103	33%
Slightly Agree	1	3%	58	25%	69	22%
Slightly Disagree	5	14%	28	12%	37	12%
Mostly Disagree	3	9%	23	10%	28	9%
Strongly Disagree	5	14%	9	4%	20	6%
Typical (Median[2]) Response	Mostly Agree		Slightly Agree		Mostly Agree	

Note: Percentages may not sum to 100% due to rounding.

[1] Question number references questionnaire.

[2] One-half of responses are below and one-half of responses are above.

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Table 9K. 1999 Accreditation Employee Survey Responses by Disability Status for Miscellaneous Questions

Question [1]	Disabled		Not Disabled		Total Employees	
	N	%	N	%	N	%
Total Respondents	36	100%	266	100%	358	100%
99. Overall, how would you assess the campus climate/environment at HC for employees?						
Excellent	4	12%	40	16%	51	15%
Very Good	9	26%	86	33%	112	33%
Good	10	29%	57	22%	78	23%
Fair	5	15%	42	16%	54	16%
Poor	6	18%	33	13%	49	14%
Typical (Median[2]) Response	Good		Good		Good	
100. How effective is HC in promoting employee diversity?						
Excellent	4	13%	43	18%	57	18%
Very Good	7	23%	90	39%	109	35%
Good	8	27%	61	26%	84	27%
Fair	10	33%	30	13%	45	14%
Poor	1	3%	9	4%	16	5%
Typical (Median[2]) Response	Good		Very Good		Very Good	
101. Overall, how would you assess the campus climate/environment at HC for students?						
Excellent	5	15%	33	13%	48	14%
Very Good	10	29%	122	48%	151	45%
Good	14	41%	69	27%	96	28%
Fair	4	12%	21	8%	32	9%
Poor	1	3%	9	4%	11	3%
Typical (Median[2]) Response	Good		Very Good		Very Good	

Note: Percentages may not sum to 100% due to rounding.

[1] Question number references questionnaire.

[2] One-half of responses are below and one-half of responses are above.

Table 9K. 1999 Accreditation Employee Survey Responses by Disability Status for Miscellaneous Questions (continued)

Question [1]	Disabled		Not Disabled		Total Employees	
	N	%	N	%	N	%
102. How effective is HC in promoting student diversity?						
Excellent	6	19%	55	23%	72	23%
Very Good	8	26%	99	42%	121	38%
Good	11	35%	49	21%	76	24%
Fair	6	19%	26	11%	37	12%
Poor	0	0%	8	3%	11	3%
Typical (Median[2]) Response	Good		Very Good		Very Good	

Note: Percentages may not sum to 100% due to rounding.
[1] Question number references questionnaire.
[2] One-half of responses are below and one-half of responses are above.

IR&P CM/LI/DC 6/21/00 c:\Documents\Accreditation\Employee 09 Disability Quant Summary, Standards 1-11.xls

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Table 10

Responses by Ethnicity

Table 10A. 1999 Accreditation Employee Survey Responses by Ethnicity for Standard 1: Institutional Mission

Question [1]	African American		Asian American		American Indian		Filipino		Latino		White		Total Employees	
	N	%	N	%	N	%	N	%	N	%	N	%	N	%
Total Respondents	5	100%	11	100%	7	100%	15	100%	55	100%	215	100%	358	100%
1. I am personally treated with respect at this college.														
Strongly Agree	-- [2]	-- [2]	4	36%	4	57%	4	27%	25	46%	78	38%	129	37%
Mostly Agree	-- [2]	-- [2]	7	64%	2	29%	7	47%	22	41%	94	45%	151	44%
Slightly Agree	-- [2]	-- [2]	0	0%	0	0%	2	13%	2	4%	18	9%	28	8%
Slightly Disagree	-- [2]	-- [2]	0	0%	0	0%	0	0%	0	0%	8	4%	12	3%
Mostly Disagree	-- [2]	-- [2]	0	0%	0	0%	0	0%	2	4%	4	2%	12	3%
Strongly Disagree	-- [2]	-- [2]	0	0%	1	14%	2	13%	3	6%	6	3%	15	4%
Typical (Median[3]) Response	-- [2]		Mostly Agree		Strongly Agree		Mostly Agree		Mostly Agree		Mostly Agree		Mostly Agree	
2. Staff are concerned about student academic success.														
Strongly Agree	-- [2]	-- [2]	5	45%	4	67%	3	21%	21	39%	90	43%	138	40%
Mostly Agree	-- [2]	-- [2]	5	45%	1	17%	10	71%	28	52%	93	45%	167	48%
Slightly Agree	-- [2]	-- [2]	1	9%	0	0%	0	0%	2	4%	21	10%	27	8%
Slightly Disagree	-- [2]	-- [2]	0	0%	0	0%	0	0%	1	2%	3	1%	7	2%
Mostly Disagree	-- [2]	-- [2]	0	0%	1	17%	0	0%	2	4%	1	0%	7	2%
Strongly Disagree	-- [2]	-- [2]	0	0%	0	0%	1	7%	0	0%	0	0%	1	0%
Typical (Median[3]) Response	-- [2]		Mostly Agree		Strongly Agree		Mostly Agree		Mostly Agree		Mostly Agree		Mostly Agree	
3. Hartnell College (HC) is committed to high standards of teaching.														
Strongly Agree	-- [2]	-- [2]	3	30%	4	57%	8	53%	21	39%	65	32%	116	34%
Mostly Agree	-- [2]	-- [2]	6	60%	1	14%	6	40%	21	39%	96	47%	153	44%
Slightly Agree	-- [2]	-- [2]	1	10%	1	14%	0	0%	8	15%	36	17%	55	16%
Slightly Disagree	-- [2]	-- [2]	0	0%	0	0%	0	0%	1	2%	5	2%	8	2%
Mostly Disagree	-- [2]	-- [2]	0	0%	1	14%	0	0%	2	4%	4	2%	10	3%
Strongly Disagree	-- [2]	-- [2]	0	0%	0	0%	1	7%	1	2%	0	0%	3	1%
Typical (Median[3]) Response	-- [2]		Mostly Agree		Strongly Agree		Strongly Agree		Mostly Agree		Mostly Agree		Mostly Agree	

Note: Percentages may not sum to 100% due to rounding.

[1] Question number references questionnaire.

[2] To protect confidentiality, data are not reported when there are less than 6 persons in a subgroup.

[3] One-half of responses are below and one-half of responses are above.

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Table 10A. 1999 Accreditation Employee Survey Responses by Ethnicity for Standard 1: Institutional Mission (continued)

Question [1]	African American		Asian American		American Indian		Filipino		Latino		White		Total Employees	
	N	%	N	%	N	%	N	%	N	%	N	%	N	%
4. Classified staff make an extra effort to assist students, faculty and other staff.														
Strongly Agree	-- [2]	-- [2]	5	50%	3	50%	8	57%	19	38%	77	39%	130	39%
Mostly Agree	-- [2]	-- [2]	5	50%	3	50%	4	29%	24	48%	98	49%	160	48%
Slightly Agree	-- [2]	-- [2]	0	0%	0	0%	0	0%	6	12%	17	9%	26	8%
Slightly Disagree	-- [2]	-- [2]	0	0%	0	0%	1	7%	0	0%	7	4%	9	3%
Mostly Disagree	-- [2]	-- [2]	0	0%	0	0%	1	7%	1	2%	0	0%	4	1%
Strongly Disagree	-- [2]	-- [2]	0	0%	0	0%	0	0%	0	0%	1	1%	1	0%
Typical (Median [3]) Response	-- [2]		Strongly Agree		Strongly Agree		Strongly Agree		Mostly Agree		Mostly Agree		Mostly Agree	
6. The programs and services of HC provide fair and ethical treatment of its entire population.														
Strongly Agree	-- [2]	-- [2]	3	33%	4	57%	3	21%	16	33%	58	32%	92	30%
Mostly Agree	-- [2]	-- [2]	5	56%	2	29%	7	50%	20	41%	89	49%	144	46%
Slightly Agree	-- [2]	-- [2]	1	11%	0	0%	2	14%	6	12%	19	10%	42	14%
Slightly Disagree	-- [2]	-- [2]	0	0%	0	0%	0	0%	4	8%	10	5%	16	5%
Mostly Disagree	-- [2]	-- [2]	0	0%	0	0%	0	0%	1	2%	6	3%	9	3%
Strongly Disagree	-- [2]	-- [2]	0	0%	1	14%	2	14%	2	4%	0	0%	8	3%
Typical (Median [3]) Response	-- [2]		Mostly Agree		Strongly Agree		Mostly Agree		Mostly Agree		Mostly Agree		Mostly Agree	
7. Employees promote the development of a diverse educational and cultural campus environment.														
Strongly Agree	-- [2]	-- [2]	3	33%	5	71%	3	23%	17	32%	60	30%	101	30%
Mostly Agree	-- [2]	-- [2]	5	56%	2	29%	8	62%	21	40%	102	50%	155	46%
Slightly Agree	-- [2]	-- [2]	1	11%	0	0%	1	8%	9	17%	29	14%	54	16%
Slightly Disagree	-- [2]	-- [2]	0	0%	0	0%	0	0%	2	4%	8	4%	13	4%
Mostly Disagree	-- [2]	-- [2]	0	0%	0	0%	0	0%	2	4%	2	1%	6	2%
Strongly Disagree	-- [2]	-- [2]	0	0%	0	0%	1	8%	2	4%	1	0%	6	2%
Typical (Median [3]) Response	-- [2]		Mostly Agree		Strongly Agree		Mostly Agree		Mostly Agree		Mostly Agree		Mostly Agree	

Note: Percentages may not sum to 100% due to rounding.

[1] Question number references questionnaire.

[2] To protect confidentiality, data are not reported when there are less than 6 persons in a subgroup.

[3] One-half of responses are below and one-half of responses are above.

Table 10A. 1999 Accreditation Employee Survey Responses by Ethnicity for Standard 1: Institutional Mission (continued)

Question [1]	African American		Asian American		American Indian		Filipino		Latino		White		Total Employees	
	N	%	N	%	N	%	N	%	N	%	N	%	N	%
8. My senate or representative council has sufficient opportunities to provide input into college decisions.														
Strongly Agree	-- [2]	-- [2]	1	17%	2	33%	0	0%	6	14%	29	21%	41	17%
Mostly Agree	-- [2]	-- [2]	4	67%	1	17%	6	67%	21	50%	44	31%	91	38%
Slightly Agree	-- [2]	-- [2]	0	0%	1	17%	2	22%	9	21%	40	29%	64	26%
Slightly Disagree	-- [2]	-- [2]	0	0%	0	0%	1	11%	4	10%	12	9%	21	9%
Mostly Disagree	-- [2]	-- [2]	1	17%	0	0%	0	0%	0	0%	7	5%	11	5%
Strongly Disagree	-- [2]	-- [2]	0	0%	2	33%	0	0%	2	5%	8	6%	14	6%
Typical (Median [3]) Response	-- [2]		Mostly Agree		Mostly Agree		Mostly Agree		Mostly Agree		Mostly Agree		Mostly Agree	
9. HC is a facilitator of change for its communities.														
Strongly Agree	-- [2]	-- [2]	2	22%	2	33%	3	20%	15	29%	44	24%	74	24%
Mostly Agree	-- [2]	-- [2]	4	44%	1	17%	6	40%	24	47%	75	40%	126	40%
Slightly Agree	-- [2]	-- [2]	1	11%	2	33%	5	33%	5	10%	43	23%	70	22%
Slightly Disagree	-- [2]	-- [2]	0	0%	0	0%	0	0%	5	10%	15	8%	23	7%
Mostly Disagree	-- [2]	-- [2]	2	22%	0	0%	0	0%	1	2%	6	3%	13	4%
Strongly Disagree	-- [2]	-- [2]	0	0%	1	17%	1	7%	1	2%	3	2%	7	2%
Typical (Median [3]) Response	-- [2]		Mostly Agree		Mostly Agree		Mostly Agree		Mostly Agree		Mostly Agree		Mostly Agree	
10. HC excels in the recruitment of students.														
Strongly Agree	-- [2]	-- [2]	2	20%	-- [2]	-- [2]	2	15%	7	14%	23	14%	41	14%
Mostly Agree	-- [2]	-- [2]	4	40%	-- [2]	-- [2]	6	46%	25	50%	54	32%	103	36%
Slightly Agree	-- [2]	-- [2]	2	20%	-- [2]	-- [2]	4	31%	9	18%	55	33%	81	28%
Slightly Disagree	-- [2]	-- [2]	0	0%	-- [2]	-- [2]	0	0%	6	12%	23	14%	40	14%
Mostly Disagree	-- [2]	-- [2]	2	20%	-- [2]	-- [2]	0	0%	3	6%	9	5%	18	6%
Strongly Disagree	-- [2]	-- [2]	0	0%	-- [2]	-- [2]	1	8%	0	0%	5	3%	7	2%
Typical (Median [3]) Response	-- [2]		Mostly Agree		-- [2]		Mostly Agree		Mostly Agree		Mostly Agree		Slightly Agree	

Note: Percentages may not sum to 100% due to rounding.

[1] Question number references questionnaire.

[2] To protect confidentiality, data are not reported when there are less than 6 persons in a subgroup.

[3] One-half of responses are below and one-half of responses are above.

Table 10A. 1999 Accreditation Employee Survey Responses by Ethnicity for Standard 1: Institutional Mission (continued)

Question [1]	African American		Asian American		American Indian		Filipino		Latino		White		Total Employees	
	N	%	N	%	N	%	N	%	N	%	N	%	N	%
11. It is important that there is proportional representation of gender and ethnicity between students and college personnel.														
Strongly Agree	-- [2]	-- [2]	1	11%	0	0%	10	67%	39	72%	55	26%	121	35%
Mostly Agree	-- [2]	-- [2]	3	33%	2	29%	4	27%	10	19%	60	29%	93	27%
Slightly Agree	-- [2]	-- [2]	2	22%	1	14%	1	7%	3	6%	51	24%	69	20%
Slightly Disagree	-- [2]	-- [2]	1	11%	1	14%	0	0%	0	0%	21	10%	26	7%
Mostly Disagree	-- [2]	-- [2]	2	22%	0	0%	0	0%	1	2%	12	6%	20	6%
Strongly Disagree	-- [2]	-- [2]	0	0%	3	43%	0	0%	1	2%	11	5%	18	5%
Typical (Median [3]) Response	-- [2]		Slightly Agree		Slightly Disagree		Strongly Agree		Strongly Agree		Mostly Agree		Mostly Agree	
12. Programs and courses are offered in a manner that ensures students the opportunity to complete the entire program as announced in a reasonable amount of time.														
Strongly Agree	-- [2]	-- [2]	3	30%	3	50%	2	13%	13	25%	50	26%	83	25%
Mostly Agree	-- [2]	-- [2]	2	20%	2	33%	8	53%	20	38%	97	49%	146	44%
Slightly Agree	-- [2]	-- [2]	3	30%	0	0%	3	20%	10	19%	33	17%	61	18%
Slightly Disagree	-- [2]	-- [2]	1	10%	1	17%	0	0%	3	6%	9	5%	18	5%
Mostly Disagree	-- [2]	-- [2]	1	10%	0	0%	1	7%	2	4%	5	3%	11	3%
Strongly Disagree	-- [2]	-- [2]	0	0%	0	0%	1	7%	5	9%	2	1%	11	3%
Typical (Median [3]) Response	-- [2]		Mostly Agree		Strongly Agree		Mostly Agree		Mostly Agree		Mostly Agree		Mostly Agree	
13. HC excels in the retention of students.														
Strongly Agree	-- [2]	-- [2]	2	25%	-- [2]	-- [2]	3	23%	5	10%	12	8%	25	9%
Mostly Agree	-- [2]	-- [2]	3	38%	-- [2]	-- [2]	4	31%	17	35%	52	33%	94	34%
Slightly Agree	-- [2]	-- [2]	2	25%	-- [2]	-- [2]	3	23%	16	33%	48	31%	81	29%
Slightly Disagree	-- [2]	-- [2]	0	0%	-- [2]	-- [2]	1	8%	6	12%	30	19%	46	17%
Mostly Disagree	-- [2]	-- [2]	0	0%	-- [2]	-- [2]	1	8%	3	6%	9	6%	17	6%
Strongly Disagree	-- [2]	-- [2]	1	13%	-- [2]	-- [2]	1	8%	2	4%	5	3%	13	5%
Typical (Median [3]) Response	-- [2]		Mostly Agree		-- [2]		Mostly Agree		Slightly Agree		Slightly Agree		Slightly Agree	

Note: Percentages may not sum to 100% due to rounding.

[1] Question number references questionnaire.

[2] To protect confidentiality, data are not reported when there are less than 6 persons in a subgroup.

[3] One-half of responses are below and one-half of responses are above.

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Table 10A. 1999 Accreditation Employee Survey Responses by Ethnicity for Standard 1: Institutional Mission (continued)

Question [1]	African American		Asian American		American Indian		Filipino		Latino		White		Total Employees	
	N	%	N	%	N	%	N	%	N	%	N	%	N	%
14. HC excels in the placement of students.														
Strongly Agree	-- [2]	-- [2]	1	14%	-- [2]	-- [2]	1	8%	5	10%	16	12%	27	11%
Mostly Agree	-- [2]	-- [2]	3	43%	-- [2]	-- [2]	5	42%	17	35%	41	29%	82	33%
Slightly Agree	-- [2]	-- [2]	1	14%	-- [2]	-- [2]	3	25%	13	27%	40	29%	66	26%
Slightly Disagree	-- [2]	-- [2]	1	14%	-- [2]	-- [2]	1	8%	4	8%	20	14%	34	13%
Mostly Disagree	-- [2]	-- [2]	1	14%	-- [2]	-- [2]	1	8%	5	10%	19	14%	32	13%
Strongly Disagree	-- [2]	-- [2]	0	0%	-- [2]	-- [2]	1	8%	4	8%	3	2%	11	4%
Typical (Median [3]) Response	-- [2]		Mostly Agree		-- [2]		Mostly Agree		Slightly Agree		Slightly Agree		Slightly Agree	
15. HC faculty present material fairly and objectively, while distinguishing between fact and opinion.														
Strongly Agree	-- [2]	-- [2]	1	14%	2	33%	2	17%	10	23%	30	19%	51	19%
Mostly Agree	-- [2]	-- [2]	4	57%	1	17%	8	67%	22	51%	91	57%	145	54%
Slightly Agree	-- [2]	-- [2]	2	29%	2	33%	2	17%	8	19%	25	16%	45	17%
Slightly Disagree	-- [2]	-- [2]	0	0%	0	0%	0	0%	1	2%	8	5%	15	6%
Mostly Disagree	-- [2]	-- [2]	0	0%	0	0%	0	0%	0	0%	2	1%	4	1%
Strongly Disagree	-- [2]	-- [2]	0	0%	1	17%	0	0%	2	5%	4	3%	9	3%
Typical (Median [3]) Response	-- [2]		Mostly Agree		Mostly Agree		Mostly Agree		Mostly Agree		Mostly Agree		Mostly Agree	
28. I have had sufficient opportunity to participate in the planning process at Hartnell College.														
Strongly Agree	-- [2]	-- [2]	2	25%	1	17%	0	0%	6	14%	41	23%	56	19%
Mostly Agree	-- [2]	-- [2]	2	25%	0	0%	6	43%	16	36%	52	29%	87	29%
Slightly Agree	-- [2]	-- [2]	2	25%	2	33%	3	21%	11	25%	36	20%	65	22%
Slightly Disagree	-- [2]	-- [2]	2	25%	2	33%	1	7%	5	11%	16	9%	29	10%
Mostly Disagree	-- [2]	-- [2]	0	0%	0	0%	1	7%	3	7%	19	10%	29	10%
Strongly Disagree	-- [2]	-- [2]	0	0%	1	17%	3	21%	3	7%	18	10%	34	11%
Typical (Median [3]) Response	-- [2]		Mostly Agree		Slightly Agree		Slightly Agree		Mostly Agree		Mostly Agree		Slightly Agree	

Note: Percentages may not sum to 100% due to rounding.

[1] Question number references questionnaire.

[2] To protect confidentiality, data are not reported when there are less than 6 persons in a subgroup.

[3] One-half of responses are below and one-half of responses are above.

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Table 10A. 1999 Accreditation Employee Survey Responses by Ethnicity for Standard 1: Institutional Mission (continued)

Question [1]	African American		Asian American		American Indian		Filipino		Latino		White		Total Employees	
	N	%	N	%	N	%	N	%	N	%	N	%	N	%
30. College-wide and unit planning are linked to resource allocation.														
Strongly Agree	-- [2]	-- [2]	-- [2]	-- [2]	-- [2]	-- [2]	1	8%	4	11%	13	11%	24	12%
Mostly Agree	-- [2]	-- [2]	-- [2]	-- [2]	-- [2]	-- [2]	5	42%	18	51%	44	37%	78	38%
Slightly Agree	-- [2]	-- [2]	-- [2]	-- [2]	-- [2]	-- [2]	4	33%	7	20%	29	24%	48	23%
Slightly Disagree	-- [2]	-- [2]	-- [2]	-- [2]	-- [2]	-- [2]	0	0%	2	6%	19	16%	27	13%
Mostly Disagree	-- [2]	-- [2]	-- [2]	-- [2]	-- [2]	-- [2]	1	8%	0	0%	7	6%	14	7%
Strongly Disagree	-- [2]	-- [2]	-- [2]	-- [2]	-- [2]	-- [2]	1	8%	4	11%	7	6%	15	7%
Typical (Median [3]) Response	-- [2]		-- [2]		-- [2]		Mostly Agree		Mostly Agree		Slightly Agree		Slightly Agree	
44. The college has clearly defined processes for reviewing all of its educational programs.														
Strongly Agree	-- [2]	-- [2]	2	33%	-- [2]	-- [2]	1	8%	6	14%	21	15%	39	16%
Mostly Agree	-- [2]	-- [2]	2	33%	-- [2]	-- [2]	6	50%	19	45%	51	37%	88	37%
Slightly Agree	-- [2]	-- [2]	2	33%	-- [2]	-- [2]	5	42%	7	17%	36	26%	63	26%
Slightly Disagree	-- [2]	-- [2]	0	0%	-- [2]	-- [2]	0	0%	5	12%	15	11%	26	11%
Mostly Disagree	-- [2]	-- [2]	0	0%	-- [2]	-- [2]	0	0%	1	2%	12	9%	17	7%
Strongly Disagree	-- [2]	-- [2]	0	0%	-- [2]	-- [2]	0	0%	4	10%	2	1%	7	3%
Typical (Median [3]) Response	-- [2]		Mostly Agree		-- [2]		Mostly Agree		Mostly Agree		Mostly Agree		Mostly Agree	
86. The college budget reflects college priorities and planning goals.														
Strongly Agree	-- [2]	-- [2]	1	14%	2	33%	1	9%	9	21%	20	14%	37	15%
Mostly Agree	-- [2]	-- [2]	2	29%	2	33%	4	36%	12	28%	41	28%	63	26%
Slightly Agree	-- [2]	-- [2]	2	29%	1	17%	2	18%	11	26%	43	30%	66	27%
Slightly Disagree	-- [2]	-- [2]	1	14%	0	0%	1	9%	4	9%	22	15%	40	16%
Mostly Disagree	-- [2]	-- [2]	0	0%	0	0%	0	0%	1	2%	9	6%	14	6%
Strongly Disagree	-- [2]	-- [2]	1	14%	1	17%	3	27%	6	14%	9	6%	26	11%
Typical (Median [3]) Response	-- [2]		Slightly Agree		Mostly Agree		Slightly Agree		Slightly Agree		Slightly Agree		Slightly Agree	

Note: Percentages may not sum to 100% due to rounding.

[1] Question number references questionnaire.

[2] To protect confidentiality, data are not reported when there are less than 6 persons in a subgroup.

[3] One-half of responses are below and one-half of responses are above.

Table 10A. 1999 Accreditation Employee Survey Responses by Ethnicity for Standard 1: Institutional Mission (continued)

Question [1]	African American		Asian American		American Indian		Filipino		Latino		White		Total Employees	
	N	%	N	%	N	%	N	%	N	%	N	%	N	%
91. College guidelines and processes for financial planning and budget development are clearly defined and followed.														
Strongly Agree	-- [2]	-- [2]	2	33%	3	50%	0	0%	6	14%	9	8%	23	11%
Mostly Agree	-- [2]	-- [2]	1	17%	2	33%	3	43%	16	37%	31	28%	59	29%
Slightly Agree	-- [2]	-- [2]	2	33%	0	0%	4	57%	10	23%	29	26%	48	24%
Slightly Disagree	-- [2]	-- [2]	0	0%	1	17%	0	0%	6	14%	14	13%	26	13%
Mostly Disagree	-- [2]	-- [2]	1	17%	0	0%	0	0%	0	0%	15	14%	24	12%
Strongly Disagree	-- [2]	-- [2]	0	0%	0	0%	0	0%	5	12%	12	11%	24	12%
Typical (Median [3]) Response	-- [2]		Mostly Agree		Strongly Agree		Slightly Agree		Mostly Agree		Slightly Agree		Slightly Agree	

Note: Percentages may not sum to 100% due to rounding.

[1] Question number references questionnaire.

[2] To protect confidentiality, data are not reported when there are less than 6 persons in a subgroup.

[3] One-half of responses are below and one-half of responses are above.

Table 10B. 1999 Accreditation Employee Survey
Responses by Ethnicity
for Standard 2: Institutional Integrity

Question [1]	African American		Asian American		American Indian		Filipino		Latino		White		Total Employees	
	N	%	N	%	N	%	N	%	N	%	N	%	N	%
Total Respondents	5	100%	11	100%	7	100%	15	100%	55	100%	215	100%	358	100%
1. I am personally treated with respect at this college.														
Strongly Agree	-- [2]	-- [2]	4	36%	4	57%	4	27%	25	46%	78	38%	129	37%
Mostly Agree	-- [2]	-- [2]	7	64%	2	29%	7	47%	22	41%	94	45%	151	44%
Slightly Agree	-- [2]	-- [2]	0	0%	0	0%	2	13%	2	4%	18	9%	28	8%
Slightly Disagree	-- [2]	-- [2]	0	0%	0	0%	0	0%	0	0%	8	4%	12	3%
Mostly Disagree	-- [2]	-- [2]	0	0%	0	0%	0	0%	2	4%	4	2%	12	3%
Strongly Disagree	-- [2]	-- [2]	0	0%	1	14%	2	13%	3	6%	6	3%	15	4%
Typical (Median[3]) Response	-- [2]		Mostly Agree		Strongly Agree		Mostly Agree		Mostly Agree		Mostly Agree		Mostly Agree	
5. HC demonstrates honesty and integrity in its athletic program.														
Strongly Agree	-- [2]	-- [2]	0	0%	-- [2]	-- [2]	1	14%	11	33%	29	33%	53	32%
Mostly Agree	-- [2]	-- [2]	5	83%	-- [2]	-- [2]	6	86%	17	52%	40	45%	82	49%
Slightly Agree	-- [2]	-- [2]	0	0%	-- [2]	-- [2]	0	0%	4	12%	14	16%	25	15%
Slightly Disagree	-- [2]	-- [2]	1	17%	-- [2]	-- [2]	0	0%	0	0%	1	1%	2	1%
Mostly Disagree	-- [2]	-- [2]	0	0%	-- [2]	-- [2]	0	0%	1	3%	1	1%	3	2%
Strongly Disagree	-- [2]	-- [2]	0	0%	-- [2]	-- [2]	0	0%	0	0%	3	3%	3	2%
Typical (Median[3]) Response	-- [2]		Mostly Agree		-- [2]		Mostly Agree		Mostly Agree		Mostly Agree		Mostly Agree	
15. HC faculty present material fairly and objectively while distinguishing between fact and opinion.														
Strongly Agree	-- [2]	-- [2]	1	14%	2	33%	2	17%	10	23%	30	19%	51	19%
Mostly Agree	-- [2]	-- [2]	4	57%	1	17%	8	67%	22	51%	91	57%	145	54%
Slightly Agree	-- [2]	-- [2]	2	29%	2	33%	2	17%	8	19%	25	16%	45	17%
Slightly Disagree	-- [2]	-- [2]	0	0%	0	0%	0	0%	1	2%	8	5%	15	6%
Mostly Disagree	-- [2]	-- [2]	0	0%	0	0%	0	0%	0	0%	2	1%	4	1%
Strongly Disagree	-- [2]	-- [2]	0	0%	1	17%	0	0%	2	5%	4	3%	9	3%
Typical (Median[3]) Response	-- [2]		Mostly Agree		Mostly Agree		Mostly Agree		Mostly Agree		Mostly Agree		Mostly Agree	

Note: Percentages may not sum to 100% due to rounding.

[1] Question number references questionnaire.

[2] To protect confidentiality, data are not reported when there are less than 6 persons in a subgroup.

[3] One-half of responses are below and one-half of responses are above.

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Table 10B. 1999 Accreditation Employee Survey Responses by Ethnicity for Standard 2: Institutional Integrity (continued)

Question [1]	African American		Asian American		American Indian		Filipino		Latino		White		Total Employees	
	N	%	N	%	N	%	N	%	N	%	N	%	N	%
16. A typical "A" grade given at HC represents excellent student achievement.														
Strongly Agree	-- [2]	-- [2]	2	20%	3	50%	4	29%	16	32%	47	26%	83	27%
Mostly Agree	-- [2]	-- [2]	8	80%	2	33%	7	50%	27	54%	86	47%	150	48%
Slightly Agree	-- [2]	-- [2]	0	0%	1	17%	2	14%	3	6%	28	15%	39	13%
Slightly Disagree	-- [2]	-- [2]	0	0%	0	0%	0	0%	2	4%	12	7%	18	6%
Mostly Disagree	-- [2]	-- [2]	0	0%	0	0%	0	0%	1	2%	8	4%	13	4%
Strongly Disagree	-- [2]	-- [2]	0	0%	0	0%	1	7%	1	2%	3	2%	8	3%
Typical (Median[3]) Response	-- [2]		Mostly Agree		Strongly Agree		Mostly Agree		Mostly Agree		Mostly Agree		Mostly Agree	
17. Classified staff are treated respectfully by administrators.														
Strongly Agree	-- [2]	-- [2]	3	38%	-- [2]	-- [2]	3	21%	16	35%	38	23%	66	23%
Mostly Agree	-- [2]	-- [2]	4	50%	-- [2]	-- [2]	7	50%	15	33%	85	51%	131	46%
Slightly Agree	-- [2]	-- [2]	0	0%	-- [2]	-- [2]	2	14%	8	17%	27	16%	48	17%
Slightly Disagree	-- [2]	-- [2]	1	13%	-- [2]	-- [2]	0	0%	2	4%	9	5%	18	6%
Mostly Disagree	-- [2]	-- [2]	0	0%	-- [2]	-- [2]	0	0%	1	2%	5	3%	8	3%
Strongly Disagree	-- [2]	-- [2]	0	0%	-- [2]	-- [2]	2	14%	4	9%	4	2%	12	4%
Typical (Median[3]) Response	-- [2]		Mostly Agree		-- [2]		Mostly Agree		Mostly Agree		Mostly Agree		Mostly Agree	
18. Classified staff are treated respectfully by faculty.														
Strongly Agree	-- [2]	-- [2]	2	22%	2	33%	6	40%	17	33%	48	26%	83	26%
Mostly Agree	-- [2]	-- [2]	6	67%	1	17%	5	33%	19	37%	91	49%	148	47%
Slightly Agree	-- [2]	-- [2]	1	11%	1	17%	3	20%	10	20%	27	15%	50	16%
Slightly Disagree	-- [2]	-- [2]	0	0%	1	17%	0	0%	2	4%	12	6%	21	7%
Mostly Disagree	-- [2]	-- [2]	0	0%	0	0%	0	0%	2	4%	4	2%	6	2%
Strongly Disagree	-- [2]	-- [2]	0	0%	1	17%	1	7%	1	2%	4	2%	7	2%
Typical (Median[3]) Response	-- [2]		Mostly Agree		Mostly Agree		Mostly Agree		Mostly Agree		Mostly Agree		Mostly Agree	

Note: Percentages may not sum to 100% due to rounding.

[1] Question number references questionnaire.

[2] To protect confidentiality, data are not reported when there are less than 6 persons in a subgroup.

[3] One-half of responses are below and one-half of responses are above.

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Table 10B. 1999 Accreditation Employee Survey Responses by Ethnicity for Standard 2: Institutional Integrity (continued)

Question [1]	African American		Asian American		American Indian		Filipino		Latino		White		Total Employees	
	N	%	N	%	N	%	N	%	N	%	N	%	N	%
20. HC's administration handles grievances fairly.														
Strongly Agree	-- [2]	-- [2]	1	13%	-- [2]	-- [2]	1	11%	10	26%	15	12%	33	15%
Mostly Agree	-- [2]	-- [2]	3	38%	-- [2]	-- [2]	3	33%	11	29%	37	30%	65	30%
Slightly Agree	-- [2]	-- [2]	2	25%	-- [2]	-- [2]	1	11%	10	26%	32	26%	53	24%
Slightly Disagree	-- [2]	-- [2]	0	0%	-- [2]	-- [2]	2	22%	2	5%	17	14%	26	12%
Mostly Disagree	-- [2]	-- [2]	2	25%	-- [2]	-- [2]	0	0%	0	0%	11	9%	17	8%
Strongly Disagree	-- [2]	-- [2]	0	0%	-- [2]	-- [2]	2	22%	5	13%	10	8%	23	11%
Typical (Median [3]) Response	-- [2]		Mostly Agree		-- [2]		Slightly Agree		Mostly Agree		Slightly Agree		Slightly Agree	
21. Written policies ensuring fairness are adhered to in employment procedures.														
Strongly Agree	-- [2]	-- [2]	3	38%	2	33%	2	15%	15	33%	33	22%	59	22%
Mostly Agree	-- [2]	-- [2]	2	25%	3	50%	8	62%	19	42%	57	38%	106	40%
Slightly Agree	-- [2]	-- [2]	2	25%	0	0%	0	0%	3	7%	27	18%	40	15%
Slightly Disagree	-- [2]	-- [2]	0	0%	0	0%	0	0%	4	9%	14	9%	23	9%
Mostly Disagree	-- [2]	-- [2]	1	13%	0	0%	0	0%	1	2%	8	5%	15	6%
Strongly Disagree	-- [2]	-- [2]	0	0%	1	17%	3	23%	3	7%	12	8%	22	8%
Typical (Median [3]) Response	-- [2]		Mostly Agree		Mostly Agree		Mostly Agree		Mostly Agree		Mostly Agree		Mostly Agree	
25. At HC, there is a positive environment in which faculty are treated with respect.														
Strongly Agree	-- [2]	-- [2]	4	40%	4	57%	4	27%	17	32%	48	24%	85	25%
Mostly Agree	-- [2]	-- [2]	4	40%	2	29%	4	27%	19	36%	63	32%	103	31%
Slightly Agree	-- [2]	-- [2]	1	10%	0	0%	3	20%	7	13%	39	20%	58	17%
Slightly Disagree	-- [2]	-- [2]	0	0%	0	0%	2	13%	2	4%	15	8%	27	8%
Mostly Disagree	-- [2]	-- [2]	0	0%	0	0%	0	0%	1	2%	19	10%	26	8%
Strongly Disagree	-- [2]	-- [2]	1	10%	1	14%	2	13%	7	13%	16	8%	37	11%
Typical (Median [3]) Response	-- [2]		Mostly Agree		Strongly Agree		Mostly Agree		Mostly Agree		Mostly Agree		Mostly Agree	

Note: Percentages may not sum to 100% due to rounding.

[1] Question number references questionnaire.

[2] To protect confidentiality, data are not reported when there are less than 6 persons in a subgroup.

[3] One-half of responses are below and one-half of responses are above.

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Table 10B. 1999 Accreditation Employee Survey Responses by Ethnicity for Standard 2: Institutional Integrity (continued)

Question [1]	African American		Asian American		American Indian		Filipino		Latino		White		Total Employees	
	N	%	N	%	N	%	N	%	N	%	N	%	N	%
26. The integrity of the teaching process is protected at HC.														
Strongly Agree	-- [2]	-- [2]	4	36%	1	17%	4	27%	19	40%	57	29%	96	30%
Mostly Agree	-- [2]	-- [2]	4	36%	3	50%	9	60%	16	34%	77	39%	121	38%
Slightly Agree	-- [2]	-- [2]	2	18%	1	17%	1	7%	4	9%	34	17%	51	16%
Slightly Disagree	-- [2]	-- [2]	0	0%	1	17%	0	0%	4	9%	18	9%	30	9%
Mostly Disagree	-- [2]	-- [2]	1	9%	0	0%	0	0%	2	4%	6	3%	13	4%
Strongly Disagree	-- [2]	-- [2]	0	0%	0	0%	1	7%	2	4%	3	2%	8	3%
Typical (Median [3]) Response	-- [2]		Mostly Agree		Mostly Agree		Mostly Agree		Mostly Agree		Mostly Agree		Mostly Agree	
27. The college is committed to high standards of teaching.														
Strongly Agree	-- [2]	-- [2]	3	30%	2	29%	5	33%	20	38%	54	27%	100	30%
Mostly Agree	-- [2]	-- [2]	5	50%	2	29%	8	53%	17	33%	82	41%	124	37%
Slightly Agree	-- [2]	-- [2]	2	20%	1	14%	1	7%	6	12%	38	19%	62	18%
Slightly Disagree	-- [2]	-- [2]	0	0%	1	14%	0	0%	5	10%	15	7%	24	7%
Mostly Disagree	-- [2]	-- [2]	0	0%	0	0%	0	0%	2	4%	10	5%	18	5%
Strongly Disagree	-- [2]	-- [2]	0	0%	1	14%	1	7%	2	4%	3	1%	9	3%
Typical (Median [3]) Response	-- [2]		Mostly Agree		Mostly Agree		Mostly Agree		Mostly Agree		Mostly Agree		Mostly Agree	
29. Information in Hartnell College publications is accurate.														
Strongly Agree	-- [2]	-- [2]	2	22%	-- [2]	-- [2]	2	14%	11	22%	41	22%	65	21%
Mostly Agree	-- [2]	-- [2]	5	56%	-- [2]	-- [2]	8	57%	25	50%	86	47%	139	46%
Slightly Agree	-- [2]	-- [2]	2	22%	-- [2]	-- [2]	4	29%	5	10%	35	19%	56	18%
Slightly Disagree	-- [2]	-- [2]	0	0%	-- [2]	-- [2]	0	0%	4	8%	13	7%	26	9%
Mostly Disagree	-- [2]	-- [2]	0	0%	-- [2]	-- [2]	0	0%	2	4%	6	3%	11	4%
Strongly Disagree	-- [2]	-- [2]	0	0%	-- [2]	-- [2]	0	0%	3	6%	2	1%	8	3%
Typical (Median [3]) Response	-- [2]		Mostly Agree		-- [2]		Mostly Agree		Mostly Agree		Mostly Agree		Mostly Agree	

Note: Percentages may not sum to 100% due to rounding.

[1] Question number references questionnaire.

[2] To protect confidentiality, data are not reported when there are less than 6 persons in a subgroup.

[3] One-half of responses are below and one-half of responses are above.

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Table 10C. 1999 Accreditation Employee Survey
Responses by Ethnicity
for Standard 3: Institutional Effectiveness

Question [1]	African American		Asian American		American Indian		Filipino		Latino		White		Total Employees	
	N	%	N	%	N	%	N	%	N	%	N	%	N	%
Total Respondents	5	100%	11	100%	7	100%	15	100%	55	100%	215	100%	358	100%
19. Hartnell College adequately publicizes the planning process.														
Strongly Agree	-- [2]	-- [2]	3	30%	2	33%	0	0%	16	33%	42	23%	67	22%
Mostly Agree	-- [2]	-- [2]	5	50%	3	50%	7	64%	14	29%	62	34%	108	36%
Slightly Agree	-- [2]	-- [2]	0	0%	1	17%	3	27%	10	20%	53	29%	78	26%
Slightly Disagree	-- [2]	-- [2]	1	10%	0	0%	1	9%	5	10%	13	7%	26	9%
Mostly Disagree	-- [2]	-- [2]	0	0%	0	0%	0	0%	1	2%	8	4%	10	3%
Strongly Disagree	-- [2]	-- [2]	1	10%	0	0%	0	0%	3	6%	7	4%	14	5%
Typical (Median[3]) Response	-- [2]		Mostly Agree		Mostly Agree		Mostly Agree		Mostly Agree		Mostly Agree		Mostly Agree	
22. HC provides sufficient resources to conduct effective institutional research and program evaluation studies.														
Strongly Agree	-- [2]	-- [2]	4	57%	1	17%	3	23%	9	21%	26	17%	49	19%
Mostly Agree	-- [2]	-- [2]	2	29%	2	33%	5	38%	17	40%	48	32%	87	34%
Slightly Agree	-- [2]	-- [2]	1	14%	2	33%	3	23%	8	19%	42	28%	67	26%
Slightly Disagree	-- [2]	-- [2]	0	0%	0	0%	1	8%	6	14%	18	12%	29	11%
Mostly Disagree	-- [2]	-- [2]	0	0%	0	0%	1	8%	1	2%	10	7%	14	5%
Strongly Disagree	-- [2]	-- [2]	0	0%	1	17%	0	0%	2	5%	5	3%	11	4%
Typical (Median[3]) Response	-- [2]		Strongly Agree		Mostly Agree		Mostly Agree		Mostly Agree		Slightly Agree		Mostly Agree	
23. Evaluation results from Program and Services Review are used to improve instructional programs and support services.														
Strongly Agree	-- [2]	-- [2]	-- [2]	-- [2]	-- [2]	-- [2]	2	20%	12	29%	14	11%	34	15%
Mostly Agree	-- [2]	-- [2]	-- [2]	-- [2]	-- [2]	-- [2]	5	50%	12	29%	45	34%	76	33%
Slightly Agree	-- [2]	-- [2]	-- [2]	-- [2]	-- [2]	-- [2]	2	20%	11	27%	37	28%	59	26%
Slightly Disagree	-- [2]	-- [2]	-- [2]	-- [2]	-- [2]	-- [2]	1	10%	2	5%	17	13%	28	12%
Mostly Disagree	-- [2]	-- [2]	-- [2]	-- [2]	-- [2]	-- [2]	0	0%	1	2%	9	7%	15	7%
Strongly Disagree	-- [2]	-- [2]	-- [2]	-- [2]	-- [2]	-- [2]	0	0%	3	7%	9	7%	16	7%
Typical (Median[3]) Response	-- [2]		-- [2]		-- [2]		Mostly Agree		Mostly Agree		Slightly Agree		Slightly Agree	

Note: Percentages may not sum to 100% due to rounding.

[1] Question number references questionnaire.

[2] To protect confidentiality, data are not reported when there are less than 6 persons in a subgroup.

[3] One-half of responses are below and one-half of responses are above.

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Table 10C. 1999 Accreditation Employee Survey Responses by Ethnicity for Standard 3: Institutional Effectiveness (continued)

Question [1]	African American		Asian American		American Indian		Filipino		Latino		White		Total Employees	
	N	%	N	%	N	%	N	%	N	%	N	%	N	%
24. HC effectively evaluates how well it accomplishes its mission and purposes.														
Strongly Agree	-- [2]	-- [2]	2	25%	2	33%	1	8%	8	18%	23	15%	40	15%
Mostly Agree	-- [2]	-- [2]	2	25%	2	33%	6	46%	18	41%	48	31%	87	32%
Slightly Agree	-- [2]	-- [2]	3	38%	1	17%	5	38%	10	23%	45	29%	75	28%
Slightly Disagree	-- [2]	-- [2]	0	0%	0	0%	1	8%	3	7%	22	14%	31	11%
Mostly Disagree	-- [2]	-- [2]	1	13%	0	0%	0	0%	2	5%	12	8%	23	8%
Strongly Disagree	-- [2]	-- [2]	0	0%	1	17%	0	0%	3	7%	7	4%	15	6%
Typical (Median [3]) Response	-- [2]		Mostly Agree		Mostly Agree		Mostly Agree		Mostly Agree		Slightly Agree		Slightly Agree	
28. I have had sufficient opportunity to participate in the planning process at HC.														
Strongly Agree	-- [2]	-- [2]	2	25%	1	17%	0	0%	6	14%	41	23%	56	19%
Mostly Agree	-- [2]	-- [2]	2	25%	0	0%	6	43%	16	36%	52	29%	87	29%
Slightly Agree	-- [2]	-- [2]	2	25%	2	33%	3	21%	11	25%	36	20%	65	22%
Slightly Disagree	-- [2]	-- [2]	2	25%	2	33%	1	7%	5	11%	16	9%	29	10%
Mostly Disagree	-- [2]	-- [2]	0	0%	0	0%	1	7%	3	7%	19	10%	29	10%
Strongly Disagree	-- [2]	-- [2]	0	0%	1	17%	3	21%	3	7%	18	10%	34	11%
Typical (Median [3]) Response	-- [2]		Mostly Agree		Slightly Agree		Slightly Agree		Mostly Agree		Mostly Agree		Slightly Agree	
30. College-wide and unit planning are linked to resource allocation.														
Strongly Agree	-- [2]	-- [2]	-- [2]	-- [2]	-- [2]	-- [2]	1	8%	4	11%	13	11%	24	12%
Mostly Agree	-- [2]	-- [2]	-- [2]	-- [2]	-- [2]	-- [2]	5	42%	18	51%	44	37%	78	38%
Slightly Agree	-- [2]	-- [2]	-- [2]	-- [2]	-- [2]	-- [2]	4	33%	7	20%	29	24%	48	23%
Slightly Disagree	-- [2]	-- [2]	-- [2]	-- [2]	-- [2]	-- [2]	0	0%	2	6%	19	16%	27	13%
Mostly Disagree	-- [2]	-- [2]	-- [2]	-- [2]	-- [2]	-- [2]	1	8%	0	0%	7	6%	14	7%
Strongly Disagree	-- [2]	-- [2]	-- [2]	-- [2]	-- [2]	-- [2]	1	8%	4	11%	7	6%	15	7%
Typical (Median [3]) Response	-- [2]		-- [2]		-- [2]		Mostly Agree		Mostly Agree		Slightly Agree		Slightly Agree	

Note: Percentages may not sum to 100% due to rounding.

[1] Question number references questionnaire.

[2] To protect confidentiality, data are not reported when there are less than 6 persons in a subgroup.

[3] One-half of responses are below and one-half of responses are above.

Table 10D. 1999 Accreditation Employee Survey
Responses by Ethnicity
for Standard 4: Educational Programs

Question [1]	African American		Asian American		American Indian		Filipino		Latino		White		Total Employees	
	N	%	N	%	N	%	N	%	N	%	N	%	N	%
Total Respondents	5	100%	11	100%	7	100%	15	100%	55	100%	215	100%	358	100%
12. Programs and courses are offered in a manner that ensures students the opportunity to complete the entire program as announced in a reasonable amount of time.														
Strongly Agree	-- [2]	-- [2]	3	30%	3	50%	2	13%	13	25%	50	26%	83	25%
Mostly Agree	-- [2]	-- [2]	2	20%	2	33%	8	53%	20	38%	97	49%	146	44%
Slightly Agree	-- [2]	-- [2]	3	30%	0	0%	3	20%	10	19%	33	17%	61	18%
Slightly Disagree	-- [2]	-- [2]	1	10%	1	17%	0	0%	3	6%	9	5%	18	5%
Mostly Disagree	-- [2]	-- [2]	1	10%	0	0%	1	7%	2	4%	5	3%	11	3%
Strongly Disagree	-- [2]	-- [2]	0	0%	0	0%	1	7%	5	9%	2	1%	11	3%
Typical (Median [3]) Response	-- [2]		Mostly Agree		Strongly Agree		Mostly Agree		Mostly Agree		Mostly Agree		Mostly Agree	
29. Information in HC publications is accurate.														
Strongly Agree	-- [2]	-- [2]	2	22%	-- [2]	-- [2]	2	14%	11	22%	41	22%	65	21%
Mostly Agree	-- [2]	-- [2]	5	56%	-- [2]	-- [2]	8	57%	25	50%	86	47%	139	46%
Slightly Agree	-- [2]	-- [2]	2	22%	-- [2]	-- [2]	4	29%	5	10%	35	19%	56	18%
Slightly Disagree	-- [2]	-- [2]	0	0%	-- [2]	-- [2]	0	0%	4	8%	13	7%	26	9%
Mostly Disagree	-- [2]	-- [2]	0	0%	-- [2]	-- [2]	0	0%	2	4%	6	3%	11	4%
Strongly Disagree	-- [2]	-- [2]	0	0%	-- [2]	-- [2]	0	0%	3	6%	2	1%	8	3%
Typical (Median [3]) Response	-- [2]		Mostly Agree		-- [2]		Mostly Agree		Mostly Agree		Mostly Agree		Mostly Agree	
31. The college meets the varied educational needs of its students.														
Strongly Agree	-- [2]	-- [2]	2	22%	2	33%	3	20%	9	17%	30	15%	49	15%
Mostly Agree	-- [2]	-- [2]	4	44%	4	67%	7	47%	23	44%	96	49%	160	49%
Slightly Agree	-- [2]	-- [2]	2	22%	0	0%	3	20%	10	19%	49	25%	78	24%
Slightly Disagree	-- [2]	-- [2]	1	11%	0	0%	1	7%	4	8%	13	7%	23	7%
Mostly Disagree	-- [2]	-- [2]	0	0%	0	0%	0	0%	4	8%	5	3%	11	3%
Strongly Disagree	-- [2]	-- [2]	0	0%	0	0%	1	7%	2	4%	3	2%	7	2%
Typical (Median [3]) Response	-- [2]		Mostly Agree		Mostly Agree		Mostly Agree		Mostly Agree		Mostly Agree		Mostly Agree	

Note: Percentages may not sum to 100% due to rounding.

[1] Question number references questionnaire.

[2] To protect confidentiality, data are not reported when there are less than 6 persons in a subgroup.

[3] One-half of responses are below and one-half of responses are above.

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Table 10D. 1999 Accreditation Employee Survey Responses by Ethnicity for Standard 4: Educational Programs (continued)

Question [1]	African American		Asian American		American Indian		Filipino		Latino		White		Total Employees	
	N	%	N	%	N	%	N	%	N	%	N	%	N	%
32. The general education program is based on a clear philosophy and rationale.														
Strongly Agree	-- [2]	-- [2]	3	30%	1	17%	1	8%	13	28%	39	22%	64	21%
Mostly Agree	-- [2]	-- [2]	4	40%	2	33%	7	54%	19	40%	79	44%	131	44%
Slightly Agree	-- [2]	-- [2]	2	20%	1	17%	3	23%	8	17%	44	25%	67	22%
Slightly Disagree	-- [2]	-- [2]	1	10%	1	17%	0	0%	2	4%	10	6%	21	7%
Mostly Disagree	-- [2]	-- [2]	0	0%	0	0%	0	0%	2	4%	4	2%	9	3%
Strongly Disagree	-- [2]	-- [2]	0	0%	1	17%	2	15%	3	6%	2	1%	9	3%
Typical (Median[3]) Response	-- [2]		Mostly Agree		Mostly Agree		Mostly Agree		Mostly Agree		Mostly Agree		Mostly Agree	
35. The college's processes of curriculum and program development ensure high quality instructional programs.														
Strongly Agree	-- [2]	-- [2]	2	25%	2	33%	5	33%	18	36%	30	16%	65	21%
Mostly Agree	-- [2]	-- [2]	3	38%	2	33%	7	47%	16	32%	87	47%	130	42%
Slightly Agree	-- [2]	-- [2]	3	38%	1	17%	1	7%	7	14%	42	23%	64	21%
Slightly Disagree	-- [2]	-- [2]	0	0%	1	17%	0	0%	3	6%	18	10%	29	9%
Mostly Disagree	-- [2]	-- [2]	0	0%	0	0%	1	7%	1	2%	6	3%	13	4%
Strongly Disagree	-- [2]	-- [2]	0	0%	0	0%	1	7%	5	10%	2	1%	10	3%
Typical (Median[3]) Response	-- [2]		Mostly Agree		Mostly Agree		Mostly Agree		Mostly Agree		Mostly Agree		Mostly Agree	
36. The college uses a range of delivery systems and modes of instruction compatible with student needs.														
Strongly Agree	-- [2]	-- [2]	3	30%	3	43%	4	31%	10	21%	38	20%	65	21%
Mostly Agree	-- [2]	-- [2]	3	30%	3	43%	5	38%	14	30%	97	51%	144	46%
Slightly Agree	-- [2]	-- [2]	4	40%	1	14%	3	23%	13	28%	37	20%	69	22%
Slightly Disagree	-- [2]	-- [2]	0	0%	0	0%	0	0%	6	13%	13	7%	22	7%
Mostly Disagree	-- [2]	-- [2]	0	0%	0	0%	0	0%	3	6%	2	1%	7	2%
Strongly Disagree	-- [2]	-- [2]	0	0%	0	0%	1	8%	1	2%	2	1%	4	1%
Typical (Median[3]) Response	-- [2]		Mostly Agree		Mostly Agree		Mostly Agree		Mostly Agree		Mostly Agree		Mostly Agree	

Note: Percentages may not sum to 100% due to rounding.

[1] Question number references questionnaire.

[2] To protect confidentiality, data are not reported when there are less than 6 persons in a subgroup.

[3] One-half of responses are below and one-half of responses are above.

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Table 10D. 1999 Accreditation Employee Survey Responses by Ethnicity for Standard 4: Educational Programs (continued)

Question [1]	African American		Asian American		American Indian		Filipino		Latino		White		Total Employees	
	N	%	N	%	N	%	N	%	N	%	N	%	N	%
38. The institution identifies expected learning outcomes for its degree and certificate programs.														
Strongly Agree	-- [2]	-- [2]	3	43%	1	17%	3	23%	11	24%	36	21%	58	21%
Mostly Agree	-- [2]	-- [2]	2	29%	3	50%	8	62%	23	51%	75	45%	127	46%
Slightly Agree	-- [2]	-- [2]	2	29%	1	17%	2	15%	5	11%	37	22%	58	21%
Slightly Disagree	-- [2]	-- [2]	0	0%	0	0%	0	0%	2	4%	12	7%	17	6%
Mostly Disagree	-- [2]	-- [2]	0	0%	0	0%	0	0%	2	4%	4	2%	8	3%
Strongly Disagree	-- [2]	-- [2]	0	0%	1	17%	0	0%	2	4%	4	2%	11	4%
Typical (Median [3]) Response	-- [2]		Mostly Agree		Mostly Agree		Mostly Agree		Mostly Agree		Mostly Agree		Mostly Agree	
44. The college has clearly defined processes for reviewing all of its educational programs.														
Strongly Agree	-- [2]	-- [2]	2	33%	-- [2]	-- [2]	1	8%	6	14%	21	15%	39	16%
Mostly Agree	-- [2]	-- [2]	2	33%	-- [2]	-- [2]	6	50%	19	45%	51	37%	88	37%
Slightly Agree	-- [2]	-- [2]	2	33%	-- [2]	-- [2]	5	42%	7	17%	36	26%	63	26%
Slightly Disagree	-- [2]	-- [2]	0	0%	-- [2]	-- [2]	0	0%	5	12%	15	11%	26	11%
Mostly Disagree	-- [2]	-- [2]	0	0%	-- [2]	-- [2]	0	0%	1	2%	12	9%	17	7%
Strongly Disagree	-- [2]	-- [2]	0	0%	-- [2]	-- [2]	0	0%	4	10%	2	1%	7	3%
Typical (Median [3]) Response	-- [2]		Mostly Agree		-- [2]		Mostly Agree		Mostly Agree		Mostly Agree		Mostly Agree	

Note: Percentages may not sum to 100% due to rounding.

[1] Question number references questionnaire.

[2] To protect confidentiality, data are not reported when there are less than 6 persons in a subgroup.

[3] One-half of responses are below and one-half of responses are above.

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Table 10E. 1999 Accreditation Employee Survey
Responses by Ethnicity
for Standard 5: Student Support and Development

Question [1]	African American		Asian American		American Indian		Filipino		Latino		White		Total Employees	
	N	%	N	%	N	%	N	%	N	%	N	%	N	%
Total Respondents	5	100%	11	100%	7	100%	15	100%	55	100%	215	100%	358	100%
28. I have had sufficient opportunity to participate in the planning process at HC.														
Strongly Agree	-- [2]	-- [2]	2	25%	1	17%	0	0%	6	14%	41	23%	56	19%
Mostly Agree	-- [2]	-- [2]	2	25%	0	0%	6	43%	16	36%	52	29%	87	29%
Slightly Agree	-- [2]	-- [2]	2	25%	2	33%	3	21%	11	25%	36	20%	65	22%
Slightly Disagree	-- [2]	-- [2]	2	25%	2	33%	1	7%	5	11%	16	9%	29	10%
Mostly Disagree	-- [2]	-- [2]	0	0%	0	0%	1	7%	3	7%	19	10%	29	10%
Strongly Disagree	-- [2]	-- [2]	0	0%	1	17%	3	21%	3	7%	18	10%	34	11%
Typical (Median [3]) Response	-- [2]		Mostly Agree		Slightly Agree		Slightly Agree		Mostly Agree		Mostly Agree		Slightly Agree	
33. I am aware of HC's articulation agreements with the local high schools.														
Strongly Agree	-- [2]	-- [2]	1	14%	3	50%	1	13%	6	15%	17	11%	36	14%
Mostly Agree	-- [2]	-- [2]	3	43%	1	17%	2	25%	13	33%	57	38%	87	35%
Slightly Agree	-- [2]	-- [2]	0	0%	1	17%	2	25%	12	31%	36	24%	60	24%
Slightly Disagree	-- [2]	-- [2]	1	14%	1	17%	2	25%	3	8%	13	9%	23	9%
Mostly Disagree	-- [2]	-- [2]	0	0%	0	0%	0	0%	2	5%	18	12%	25	10%
Strongly Disagree	-- [2]	-- [2]	2	29%	0	0%	1	13%	3	8%	9	6%	19	8%
Typical (Median [3]) Response	-- [2]		Mostly Agree		-- [2]		Slightly Agree		Slightly Agree		Slightly Agree		Slightly Agree	
34. Gender and ethnic diversity among students is valued at HC.														
Strongly Agree	-- [2]	-- [2]	3	33%	5	71%	6	40%	19	36%	75	37%	121	35%
Mostly Agree	-- [2]	-- [2]	3	33%	2	29%	7	47%	18	34%	102	50%	157	46%
Slightly Agree	-- [2]	-- [2]	3	33%	0	0%	1	7%	8	15%	18	9%	38	11%
Slightly Disagree	-- [2]	-- [2]	0	0%	0	0%	0	0%	3	6%	8	4%	17	5%
Mostly Disagree	-- [2]	-- [2]	0	0%	0	0%	0	0%	1	2%	2	1%	4	1%
Strongly Disagree	-- [2]	-- [2]	0	0%	0	0%	1	7%	4	8%	0	0%	5	1%
Typical (Median [3]) Response	-- [2]		Mostly Agree		Strongly Agree		Mostly Agree		Mostly Agree		Mostly Agree		Mostly Agree	

Note: Percentages may not sum to 100% due to rounding.

[1] Question number references questionnaire.

[2] To protect confidentiality, data are not reported when there are less than 6 persons in a subgroup.

[3] One-half of responses are below and one-half of responses are above.

Table 10E. 1999 Accreditation Employee Survey
Responses by Ethnicity
for Standard 5: Student Support and Development (continued)

Question [1]	African American		Asian American		American Indian		Filipino		Latino		White		Total Employees	
	N	%	N	%	N	%	N	%	N	%	N	%	N	%
39. Students from gender and ethnic diverse backgrounds are treated with respect at HC.														
Strongly Agree	-- [2]	-- [2]	2	25%	6	86%	4	27%	18	35%	75	37%	116	35%
Mostly Agree	-- [2]	-- [2]	5	63%	1	14%	8	53%	18	35%	102	50%	158	47%
Slightly Agree	-- [2]	-- [2]	1	13%	0	0%	2	13%	7	13%	17	8%	38	11%
Slightly Disagree	-- [2]	-- [2]	0	0%	0	0%	0	0%	4	8%	7	3%	13	4%
Mostly Disagree	-- [2]	-- [2]	0	0%	0	0%	0	0%	2	4%	1	0%	3	1%
Strongly Disagree	-- [2]	-- [2]	0	0%	0	0%	1	7%	3	6%	1	0%	6	2%
Typical (Median [3]) Response	-- [2]		Mostly Agree		Strongly Agree		Mostly Agree		Mostly Agree		Mostly Agree		Mostly Agree	
40. The needs of the students are considered when decisions are made to add or delete programs or courses at HC.														
Strongly Agree	-- [2]	-- [2]	1	13%	-- [2]	-- [2]	1	7%	11	22%	33	19%	50	17%
Mostly Agree	-- [2]	-- [2]	2	25%	-- [2]	-- [2]	7	47%	14	28%	74	43%	115	39%
Slightly Agree	-- [2]	-- [2]	3	38%	-- [2]	-- [2]	4	27%	10	20%	30	17%	55	19%
Slightly Disagree	-- [2]	-- [2]	2	25%	-- [2]	-- [2]	1	7%	6	12%	18	10%	32	11%
Mostly Disagree	-- [2]	-- [2]	0	0%	-- [2]	-- [2]	0	0%	3	6%	11	6%	22	7%
Strongly Disagree	-- [2]	-- [2]	0	0%	-- [2]	-- [2]	2	13%	6	12%	6	3%	20	7%
Typical (Median [3]) Response	-- [2]		Slightly Agree		-- [2]		Mostly Agree		Mostly Agree		Mostly Agree		Mostly Agree	
41. HC's off-campus programs are adequate to address the needs of students who would otherwise have difficulty attending on-campus classes.														
Strongly Agree	-- [2]	-- [2]	2	25%	2	33%	0	0%	12	26%	21	14%	43	17%
Mostly Agree	-- [2]	-- [2]	1	13%	2	33%	6	67%	13	28%	52	36%	85	34%
Slightly Agree	-- [2]	-- [2]	3	38%	1	17%	1	11%	7	15%	35	24%	54	21%
Slightly Disagree	-- [2]	-- [2]	1	13%	0	0%	0	0%	6	13%	23	16%	36	14%
Mostly Disagree	-- [2]	-- [2]	0	0%	0	0%	2	22%	4	9%	13	9%	23	9%
Strongly Disagree	-- [2]	-- [2]	1	13%	1	17%	0	0%	5	11%	2	1%	11	4%
Typical (Median [3]) Response	-- [2]		Slightly Agree		Mostly Agree		Mostly Agree		Mostly Agree		Mostly Agree		Mostly Agree	

Note: Percentages may not sum to 100% due to rounding.

[1] Question number references questionnaire.

[2] To protect confidentiality, data are not reported when there are less than 6 persons in a subgroup.

[3] One-half of responses are below and one-half of responses are above.

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Table 10E. 1999 Accreditation Employee Survey Responses by Ethnicity for Standard 5: Student Support and Development (continued)

Question [1]	African American N	African American %	Asian American N	Asian American %	American Indian N	American Indian %	Filipino N	Filipino %	Latino N	Latino %	White N	White %	Total Employees N	Total Employees %
42. I am aware of HC's articulation agreements with four-year colleges or universities.														
Strongly Agree	-- [2]	-- [2]	2	29%	2	33%	3	33%	15	33%	42	27%	73	28%
Mostly Agree	-- [2]	-- [2]	0	0%	2	33%	3	33%	17	38%	59	38%	95	36%
Slightly Agree	-- [2]	-- [2]	4	57%	1	17%	1	11%	8	18%	35	23%	60	23%
Slightly Disagree	-- [2]	-- [2]	1	14%	1	17%	1	11%	3	7%	6	4%	14	5%
Mostly Disagree	-- [2]	-- [2]	0	0%	0	0%	0	0%	0	0%	5	3%	9	3%
Strongly Disagree	-- [2]	-- [2]	0	0%	0	0%	1	11%	2	4%	7	5%	12	5%
Typical (Median [3]) Response	-- [2]		Slightly Agree		Mostly Agree		Mostly Agree		Mostly Agree		Mostly Agree		Mostly Agree	
43. There are sufficient knowledgeable HC staff to provide effective student services.														
Strongly Agree	-- [2]	-- [2]	2	22%	-- [2]	-- [2]	2	14%	14	27%	45	24%	71	22%
Mostly Agree	-- [2]	-- [2]	6	67%	-- [2]	-- [2]	7	50%	21	41%	84	44%	145	46%
Slightly Agree	-- [2]	-- [2]	1	11%	-- [2]	-- [2]	3	21%	6	12%	48	25%	66	21%
Slightly Disagree	-- [2]	-- [2]	0	0%	-- [2]	-- [2]	1	7%	5	10%	8	4%	20	6%
Mostly Disagree	-- [2]	-- [2]	0	0%	-- [2]	-- [2]	0	0%	2	4%	4	2%	8	3%
Strongly Disagree	-- [2]	-- [2]	0	0%	-- [2]	-- [2]	1	7%	3	6%	0	0%	6	2%
Typical (Median [3]) Response	-- [2]		Mostly Agree		-- [2]		Mostly Agree		Mostly Agree		Mostly Agree		Mostly Agree	
45. There are sufficient knowledgeable HC staff to provide effective learning resources.														
Strongly Agree	-- [2]	-- [2]	2	22%	-- [2]	-- [2]	3	21%	13	27%	46	25%	74	24%
Mostly Agree	-- [2]	-- [2]	2	22%	-- [2]	-- [2]	6	43%	22	45%	80	43%	133	43%
Slightly Agree	-- [2]	-- [2]	5	56%	-- [2]	-- [2]	1	7%	7	14%	37	20%	63	20%
Slightly Disagree	-- [2]	-- [2]	0	0%	-- [2]	-- [2]	2	14%	4	8%	16	9%	25	8%
Mostly Disagree	-- [2]	-- [2]	0	0%	-- [2]	-- [2]	1	7%	0	0%	3	2%	7	2%
Strongly Disagree	-- [2]	-- [2]	0	0%	-- [2]	-- [2]	1	7%	3	6%	2	1%	7	2%
Typical (Median [3]) Response	-- [2]		Slightly Agree		-- [2]		Mostly Agree		Mostly Agree		Mostly Agree		Mostly Agree	

Note: Percentages may not sum to 100% due to rounding.

[1] Question number references questionnaire.

[2] To protect confidentiality, data are not reported when there are less than 6 persons in a subgroup.

[3] One-half of responses are below and one-half of responses are above.

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Table 10E. 1999 Accreditation Employee Survey
Responses by Ethnicity
for Standard 5: Student Support and Development (continued)

Question [1]	African American		Asian American		American Indian		Filipino		Latino		White		Total Employees	
	N	%	N	%	N	%	N	%	N	%	N	%	N	%
47. HC's policy regarding privacy of information is clearly stated and consistently administered.														
Strongly Agree	-- [2]	-- [2]	3	33%	4	57%	5	38%	24	49%	74	42%	124	41%
Mostly Agree	-- [2]	-- [2]	5	56%	2	29%	6	46%	12	24%	72	40%	113	37%
Slightly Agree	-- [2]	-- [2]	1	11%	0	0%	2	15%	8	16%	20	11%	39	13%
Slightly Disagree	-- [2]	-- [2]	0	0%	0	0%	0	0%	2	4%	8	4%	13	4%
Mostly Disagree	-- [2]	-- [2]	0	0%	0	0%	0	0%	2	4%	2	1%	8	3%
Strongly Disagree	-- [2]	-- [2]	0	0%	1	14%	0	0%	1	2%	2	1%	8	3%
Typical (Median [3]) Response	-- [2]		Mostly Agree		Strongly Agree		Mostly Agree		Mostly Agree		Mostly Agree		Mostly Agree	

Note: Percentages may not sum to 100% due to rounding.

[1] Question number references questionnaire.

[2] To protect confidentiality, data are not reported when there are less than 6 persons in a subgroup.

[3] One-half of responses are below and one-half of responses are above.

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Table 10F. 1999 Accreditation Employee Survey Responses by Ethnicity for Standard 6: Information and Learning Resources

Question [1]	African American		Asian American		American Indian		Filipino		Latino		White		Total Employees	
	N	%	N	%	N	%	N	%	N	%	N	%	N	%
Total Respondents	5	100%	11	100%	7	100%	15	100%	55	100%	215	100%	358	100%
46. The HC library has sufficient professionally qualified staff to provide reference and informational assistance and technical support to serve faculty and staff needs.														
Strongly Agree	-- [2]	-- [2]	3	33%	3	43%	5	33%	14	27%	53	30%	96	31%
Mostly Agree	-- [2]	-- [2]	5	56%	2	29%	9	60%	28	54%	72	40%	131	42%
Slightly Agree	-- [2]	-- [2]	1	11%	1	14%	0	0%	5	10%	31	17%	45	15%
Slightly Disagree	-- [2]	-- [2]	0	0%	0	0%	0	0%	1	2%	12	7%	17	6%
Mostly Disagree	-- [2]	-- [2]	0	0%	0	0%	0	0%	3	6%	9	5%	14	5%
Strongly Disagree	-- [2]	-- [2]	0	0%	1	14%	1	7%	1	2%	1	1%	6	2%
Typical (Median[3]) Response	-- [2]		Mostly Agree		Mostly Agree		Mostly Agree		Mostly Agree		Mostly Agree		Mostly Agree	
51. HC provides adequate training, equipment and network connectivity to access the collections of the library and computer labs.														
Strongly Agree	-- [2]	-- [2]	3	38%	-- [2]	-- [2]	5	36%	13	25%	49	28%	84	28%
Mostly Agree	-- [2]	-- [2]	2	25%	-- [2]	-- [2]	6	43%	22	43%	66	38%	118	39%
Slightly Agree	-- [2]	-- [2]	3	38%	-- [2]	-- [2]	2	14%	8	16%	33	19%	54	18%
Slightly Disagree	-- [2]	-- [2]	0	0%	-- [2]	-- [2]	0	0%	4	8%	10	6%	18	6%
Mostly Disagree	-- [2]	-- [2]	0	0%	-- [2]	-- [2]	0	0%	1	2%	9	5%	10	3%
Strongly Disagree	-- [2]	-- [2]	0	0%	-- [2]	-- [2]	1	7%	3	6%	7	4%	17	6%
Typical (Median[3]) Response	-- [2]		Mostly Agree		-- [2]		Mostly Agree		Mostly Agree		Mostly Agree		Mostly Agree	
52. I have adequate opportunity to recommend items to be added to the library collection.														
Strongly Agree	-- [2]	-- [2]	4	44%	1	17%	1	8%	4	11%	52	34%	76	29%
Mostly Agree	-- [2]	-- [2]	3	33%	2	33%	5	42%	14	39%	50	33%	90	35%
Slightly Agree	-- [2]	-- [2]	1	11%	1	17%	2	17%	11	31%	23	15%	43	17%
Slightly Disagree	-- [2]	-- [2]	0	0%	1	17%	1	8%	3	8%	11	7%	20	8%
Mostly Disagree	-- [2]	-- [2]	0	0%	0	0%	0	0%	2	6%	7	5%	10	4%
Strongly Disagree	-- [2]	-- [2]	1	11%	1	17%	3	25%	2	6%	10	7%	20	8%
Typical (Median[3]) Response	-- [2]		Mostly Agree		Mostly Agree		Mostly Agree		Mostly Agree		Mostly Agree		Mostly Agree	

Note: Percentages may not sum to 100% due to rounding.

[1] Question number references questionnaire.

[2] To protect confidentiality, data are not reported when there are less than 6 persons in a subgroup.

[3] One-half of responses are below and one-half of responses are above.

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Table 10F. 1999 Accreditation Employee Survey
Responses by Ethnicity
for Standard 6: Information and Learning Resources (continued)

Question [1]	African American		Asian American		American Indian		Filipino		Latino		White		Total Employees	
	N	%	N	%	N	%	N	%	N	%	N	%	N	%
53. Computer and software on campus are up-to-date, in good condition, and meet students' assignment needs.														
Strongly Agree	-- [2]	-- [2]	4	50%	3	50%	2	15%	15	33%	45	28%	81	29%
Mostly Agree	-- [2]	-- [2]	1	13%	2	33%	7	54%	20	44%	66	41%	108	39%
Slightly Agree	-- [2]	-- [2]	3	38%	1	17%	2	15%	8	18%	29	18%	56	20%
Slightly Disagree	-- [2]	-- [2]	0	0%	0	0%	1	8%	1	2%	10	6%	15	5%
Mostly Disagree	-- [2]	-- [2]	0	0%	0	0%	0	0%	0	0%	7	4%	8	3%
Strongly Disagree	-- [2]	-- [2]	0	0%	0	0%	1	8%	1	2%	5	3%	11	4%
Typical (Median [3]) Response	-- [2]		Strongly Agree		Strongly Agree		Mostly Agree		Mostly Agree		Mostly Agree		Mostly Agree	
54. The Center for Learning Technologies and Innovation's operating hours provide me with adequate access.														
Strongly Agree	-- [2]	-- [2]	4	57%	5	83%	1	9%	13	28%	55	38%	88	35%
Mostly Agree	-- [2]	-- [2]	1	14%	1	17%	5	45%	20	43%	58	41%	101	40%
Slightly Agree	-- [2]	-- [2]	1	14%	0	0%	3	27%	9	20%	18	13%	39	16%
Slightly Disagree	-- [2]	-- [2]	0	0%	0	0%	0	0%	2	4%	7	5%	13	5%
Mostly Disagree	-- [2]	-- [2]	1	14%	0	0%	1	9%	1	2%	3	2%	6	2%
Strongly Disagree	-- [2]	-- [2]	0	0%	0	0%	1	9%	1	2%	2	1%	4	2%
Typical (Median [3]) Response	-- [2]		Strongly Agree		Strongly Agree		Mostly Agree		Mostly Agree		Mostly Agree		Mostly Agree	
55. The Hartnell College Library Audio-Visual Department's operating hours are sufficient to support instruction.														
Strongly Agree	-- [2]	-- [2]	4	44%	2	50%	2	15%	12	28%	40	28%	69	27%
Mostly Agree	-- [2]	-- [2]	3	33%	2	50%	8	62%	21	49%	66	46%	117	46%
Slightly Agree	-- [2]	-- [2]	1	11%	0	0%	0	0%	7	16%	27	19%	43	17%
Slightly Disagree	-- [2]	-- [2]	0	0%	0	0%	1	8%	1	2%	7	5%	14	5%
Mostly Disagree	-- [2]	-- [2]	0	0%	0	0%	0	0%	1	2%	2	1%	6	2%
Strongly Disagree	-- [2]	-- [2]	1	11%	0	0%	2	15%	1	2%	3	2%	7	3%
Typical (Median [3]) Response	-- [2]		Mostly Agree		Strongly Agree		Mostly Agree		Mostly Agree		Mostly Agree		Mostly Agree	

Note: Percentages may not sum to 100% due to rounding.

[1] Question number references questionnaire.

[2] To protect confidentiality, data are not reported when there are less than 6 persons in a subgroup.

[3] One-half of responses are below and one-half of responses are above.

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Table 10F. 1999 Accreditation Employee Survey
Responses by Ethnicity
for Standard 6: Information and Learning Resources (continued)

Question [1]	African American		Asian American		American Indian		Filipino		Latino		White		Total Employees	
	N	%	N	%	N	%	N	%	N	%	N	%	N	%
59. The library's holdings are adequate in terms of current quality, depth of coverage and variety for on-line resources.														
Strongly Agree	-- [2]	-- [2]	2	22%	-- [2]	-- [2]	3	23%	9	20%	42	29%	69	27%
Mostly Agree	-- [2]	-- [2]	7	78%	-- [2]	-- [2]	9	69%	20	44%	53	36%	109	43%
Slightly Agree	-- [2]	-- [2]	0	0%	-- [2]	-- [2]	0	0%	12	27%	32	22%	51	20%
Slightly Disagree	-- [2]	-- [2]	0	0%	-- [2]	-- [2]	0	0%	3	7%	14	10%	19	7%
Mostly Disagree	-- [2]	-- [2]	0	0%	-- [2]	-- [2]	0	0%	0	0%	4	3%	4	2%
Strongly Disagree	-- [2]	-- [2]	0	0%	-- [2]	-- [2]	1	8%	1	2%	1	1%	4	2%
Typical (Median [3]) Response	-- [2]		Mostly Agree		-- [2]		Mostly Agree		Mostly Agree		Mostly Agree		Mostly Agree	
60. The library's holdings are adequate in terms of current quality, depth of coverage and variety for media (e.g., videos, CD-ROMs).														
Strongly Agree	-- [2]	-- [2]	2	22%	2	33%	2	15%	6	15%	26	19%	47	20%
Mostly Agree	-- [2]	-- [2]	5	56%	2	33%	8	62%	20	50%	50	37%	95	40%
Slightly Agree	-- [2]	-- [2]	0	0%	1	17%	1	8%	10	25%	33	24%	52	22%
Slightly Disagree	-- [2]	-- [2]	1	11%	0	0%	1	8%	2	5%	17	13%	27	11%
Mostly Disagree	-- [2]	-- [2]	0	0%	0	0%	0	0%	1	3%	6	4%	9	4%
Strongly Disagree	-- [2]	-- [2]	1	11%	1	17%	1	8%	1	3%	4	3%	10	4%
Typical (Median [3]) Response	-- [2]		Mostly Agree		Mostly Agree		Mostly Agree		Mostly Agree		Mostly Agree		Mostly Agree	
61. The library selects, acquires, organizes, and maintains an adequate and current collection of books to support the institution's educational programs.														
Strongly Agree	-- [2]	-- [2]	1	14%	0	0%	1	8%	6	13%	29	19%	41	15%
Mostly Agree	-- [2]	-- [2]	4	57%	3	50%	8	67%	18	39%	54	36%	101	38%
Slightly Agree	-- [2]	-- [2]	0	0%	2	33%	2	17%	14	30%	35	23%	61	23%
Slightly Disagree	-- [2]	-- [2]	1	14%	0	0%	0	0%	3	7%	13	9%	25	9%
Mostly Disagree	-- [2]	-- [2]	0	0%	0	0%	0	0%	2	4%	14	9%	19	7%
Strongly Disagree	-- [2]	-- [2]	1	14%	1	17%	1	8%	3	7%	6	4%	19	7%
Typical (Median [3]) Response	-- [2]		Mostly Agree		Mostly Agree		Mostly Agree		Mostly Agree		Mostly Agree		Mostly Agree	

Note: Percentages may not sum to 100% due to rounding.

[1] Question number references questionnaire.

[2] To protect confidentiality, data are not reported when there are less than 6 persons in a subgroup.

[3] One-half of responses are below and one-half of responses are above.

Table 10F. 1999 Accreditation Employee Survey Responses by Ethnicity for Standard 6: Information and Learning Resources (continued)

Question [1]	African American		Asian American		American Indian		Filipino		Latino		White		Total Employees	
	N	%	N	%	N	%	N	%	N	%	N	%	N	%
56. I am aware that materials from other institutions are available for use by HC faculty, staff, and students through inter-library loan or on-site use.														
Strongly Agree	-- [2]	-- [2]	4	50%	3	43%	3	25%	17	39%	61	38%	99	36%
Mostly Agree	-- [2]	-- [2]	2	25%	3	43%	4	33%	16	36%	51	32%	95	35%
Slightly Agree	-- [2]	-- [2]	0	0%	0	0%	1	8%	8	18%	18	11%	37	14%
Slightly Disagree	-- [2]	-- [2]	1	13%	0	0%	1	8%	1	2%	12	8%	17	6%
Mostly Disagree	-- [2]	-- [2]	0	0%	0	0%	1	8%	0	0%	4	3%	5	2%
Strongly Disagree	-- [2]	-- [2]	1	13%	1	14%	2	17%	2	5%	13	8%	21	8%
Typical (Median [3]) Response	-- [2]		Strongly Agree		Mostly Agree		Mostly Agree		Mostly Agree		Mostly Agree		Mostly Agree	
57. The library's holdings are adequate in terms of current quality, depth of coverage and variety for books.														
Strongly Agree	-- [2]	-- [2]	1	11%	0	0%	2	15%	6	14%	24	15%	36	13%
Mostly Agree	-- [2]	-- [2]	5	56%	3	50%	8	62%	18	41%	55	35%	103	38%
Slightly Agree	-- [2]	-- [2]	1	11%	1	17%	2	15%	11	25%	31	19%	54	20%
Slightly Disagree	-- [2]	-- [2]	1	11%	0	0%	0	0%	5	11%	26	16%	38	14%
Mostly Disagree	-- [2]	-- [2]	0	0%	0	0%	0	0%	1	2%	14	9%	18	7%
Strongly Disagree	-- [2]	-- [2]	1	11%	2	33%	1	8%	3	7%	9	6%	23	8%
Typical (Median [3]) Response	-- [2]		Mostly Agree		Strongly Agree		Mostly Agree		Mostly Agree		Slightly Agree		Mostly Agree	
58. The library's holdings are adequate in terms of current quality, depth of coverage and variety for magazines and newspapers.														
Strongly Agree	-- [2]	-- [2]	1	11%	1	17%	2	15%	8	17%	37	24%	55	20%
Mostly Agree	-- [2]	-- [2]	6	67%	3	50%	8	62%	16	35%	60	38%	110	40%
Slightly Agree	-- [2]	-- [2]	2	22%	1	17%	2	15%	14	30%	27	17%	55	20%
Slightly Disagree	-- [2]	-- [2]	0	0%	0	0%	0	0%	2	4%	18	12%	27	10%
Mostly Disagree	-- [2]	-- [2]	0	0%	0	0%	0	0%	5	11%	9	6%	18	7%
Strongly Disagree	-- [2]	-- [2]	0	0%	1	17%	1	8%	1	2%	5	3%	9	3%
Typical (Median [3]) Response	-- [2]		Mostly Agree		Mostly Agree		Mostly Agree		Mostly Agree		Mostly Agree		Mostly Agree	

Note: Percentages may not sum to 100% due to rounding.

[1] Question number references questionnaire.

[2] To protect confidentiality, data are not reported when there are less than 6 persons in a subgroup.

[3] One-half of responses are below and one-half of responses are above.

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Table 10F. 1999 Accreditation Employee Survey Responses by Ethnicity for Standard 6: Information and Learning Resources (continued)

Question [1]	African American		Asian American		American Indian		Filipino		Latino		White		Total Employees	
	N	%	N	%	N	%	N	%	N	%	N	%	N	%
62. The library selects, acquires, organizes, and maintains an adequate and current collection of magazines and newspapers to support the institution's educational programs.														
Strongly Agree	-- [2]	-- [2]	1	14%	1	17%	1	8%	8	17%	35	23%	52	20%
Mostly Agree	-- [2]	-- [2]	5	71%	3	50%	8	67%	19	40%	63	41%	118	44%
Slightly Agree	-- [2]	-- [2]	1	14%	1	17%	2	17%	14	30%	27	18%	52	20%
Slightly Disagree	-- [2]	-- [2]	0	0%	0	0%	0	0%	4	9%	16	11%	24	9%
Mostly Disagree	-- [2]	-- [2]	0	0%	0	0%	0	0%	0	0%	7	5%	10	4%
Strongly Disagree	-- [2]	-- [2]	0	0%	1	17%	1	8%	2	4%	4	3%	10	4%
Typical (Median[3]) Response	-- [2]		Mostly Agree		Mostly Agree		Mostly Agree		Mostly Agree		Mostly Agree		Mostly Agree	
63. The library selects, acquires, organizes, and maintains an adequate and current collection of on-line resources to support the institution's educational programs.														
Strongly Agree	-- [2]	-- [2]	0	0%	2	40%	2	18%	9	20%	43	30%	66	26%
Mostly Agree	-- [2]	-- [2]	6	86%	2	40%	8	73%	22	48%	56	40%	112	45%
Slightly Agree	-- [2]	-- [2]	1	14%	0	0%	0	0%	13	28%	27	19%	50	20%
Slightly Disagree	-- [2]	-- [2]	0	0%	1	20%	0	0%	1	2%	9	6%	13	5%
Mostly Disagree	-- [2]	-- [2]	0	0%	0	0%	0	0%	0	0%	5	4%	6	2%
Strongly Disagree	-- [2]	-- [2]	0	0%	0	0%	1	9%	1	2%	1	1%	3	1%
Typical (Median[3]) Response	-- [2]		Mostly Agree		Mostly Agree		Mostly Agree		Mostly Agree		Mostly Agree		Mostly Agree	
64. The library selects, acquires, organizes, and maintains an adequate and current collection of media (e.g., videos, CD-ROMs) to support the institution's educational programs.														
Strongly Agree	-- [2]	-- [2]	1	14%	2	33%	1	9%	7	16%	31	23%	47	20%
Mostly Agree	-- [2]	-- [2]	4	57%	2	33%	7	64%	22	49%	48	36%	102	43%
Slightly Agree	-- [2]	-- [2]	0	0%	1	17%	1	9%	12	27%	32	24%	53	22%
Slightly Disagree	-- [2]	-- [2]	1	14%	0	0%	1	9%	2	4%	11	8%	20	8%
Mostly Disagree	-- [2]	-- [2]	0	0%	0	0%	0	0%	1	2%	7	5%	10	4%
Strongly Disagree	-- [2]	-- [2]	1	14%	1	17%	1	9%	1	2%	4	3%	8	3%
Typical (Median[3]) Response	-- [2]		Mostly Agree		Mostly Agree		Mostly Agree		Mostly Agree		Mostly Agree		Mostly Agree	

Note: Percentages may not sum to 100% due to rounding.

[1] Question number references questionnaire.

[2] To protect confidentiality, data are not reported when there are less than 6 persons in a subgroup.

[3] One-half of responses are below and one-half of responses are above.

Table 10F. 1999 Accreditation Employee Survey
Responses by Ethnicity
for Standard 6: Information and Learning Resources (continued)

Question [1]	African American		Asian American		American Indian		Filipino		Latino		White		Total Employees	
	N	%	N	%	N	%	N	%	N	%	N	%	N	%
65. The computer labs' software and network configurations provide me with adequate access to the applications I need to support my courses.														
Strongly Agree	-- [2]	-- [2]	6	60%	-- [2]	-- [2]	5	42%	18	38%	79	43%	130	43%
Mostly Agree	-- [2]	-- [2]	0	0%	-- [2]	-- [2]	1	8%	0	0%	12	7%	14	5%
Slightly Agree	-- [2]	-- [2]	0	0%	-- [2]	-- [2]	0	0%	2	4%	7	4%	11	4%
Slightly Disagree	-- [2]	-- [2]	0	0%	-- [2]	-- [2]	2	17%	4	9%	9	5%	15	5%
Mostly Disagree	-- [2]	-- [2]	0	0%	-- [2]	-- [2]	1	8%	4	9%	22	12%	38	13%
Strongly Disagree	-- [2]	-- [2]	4	40%	-- [2]	-- [2]	3	25%	19	40%	54	30%	96	32%
Typical (Median [3]) Response	-- [2]		Strongly Agree		-- [2]		Slightly Agree		Slightly Disagree		Slightly Agree		Slightly Agree	

Note: Percentages may not sum to 100% due to rounding.

[1] Question number references questionnaire.

[2] To protect confidentiality, data are not reported when there are less than 6 persons in a subgroup.

[3] One-half of responses are below and one-half of responses are above.

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Table 10G. 1999 Accreditation Employee Survey
Responses by Ethnicity
for Standard 7: Faculty and Staff

Question [1]	African American		Asian American		American Indian		Filipino		Latino		White		Total Employees	
	N	%	N	%	N	%	N	%	N	%	N	%	N	%
Total Respondents	5	100%	11	100%	7	100%	15	100%	55	100%	215	100%	358	100%
37. The evaluation of each category of staff is systematic and conducted at stated intervals.														
Strongly Agree	-- [2]	-- [2]	-- [2]	-- [2]	3	43%	2	17%	4	10%	15	10%	31	13%
Mostly Agree	-- [2]	-- [2]	-- [2]	-- [2]	2	29%	7	58%	16	41%	58	40%	101	41%
Slightly Agree	-- [2]	-- [2]	-- [2]	-- [2]	1	14%	2	17%	11	28%	25	17%	44	18%
Slightly Disagree	-- [2]	-- [2]	-- [2]	-- [2]	0	0%	0	0%	4	10%	19	13%	30	12%
Mostly Disagree	-- [2]	-- [2]	-- [2]	-- [2]	0	0%	0	0%	1	3%	14	10%	17	7%
Strongly Disagree	-- [2]	-- [2]	-- [2]	-- [2]	1	14%	1	8%	3	8%	13	9%	22	9%
Typical (Median[3]) Response	-- [2]		-- [2]		Mostly Agree		Mostly Agree		Mostly Agree		Mostly Agree		Mostly Agree	
48. I am aware of how I can obtain and review personnel policies and procedures.														
Strongly Agree	-- [2]	-- [2]	4	44%	4	57%	3	23%	17	36%	69	35%	107	34%
Mostly Agree	-- [2]	-- [2]	1	11%	3	43%	4	31%	19	40%	58	30%	107	34%
Slightly Agree	-- [2]	-- [2]	3	33%	0	0%	3	23%	3	6%	42	22%	58	18%
Slightly Disagree	-- [2]	-- [2]	1	11%	0	0%	2	15%	0	0%	12	6%	20	6%
Mostly Disagree	-- [2]	-- [2]	0	0%	0	0%	0	0%	4	9%	8	4%	14	4%
Strongly Disagree	-- [2]	-- [2]	0	0%	0	0%	1	8%	4	9%	6	3%	13	4%
Typical (Median[3]) Response	-- [2]		Mostly Agree		Strongly Agree		Mostly Agree		Mostly Agree		Mostly Agree		Mostly Agree	
49. I am satisfied that personnel records are kept confidential.														
Strongly Agree	-- [2]	-- [2]	4	57%	6	86%	6	40%	22	44%	75	42%	125	41%
Mostly Agree	-- [2]	-- [2]	3	43%	1	14%	3	20%	19	38%	66	37%	108	35%
Slightly Agree	-- [2]	-- [2]	0	0%	0	0%	5	33%	2	4%	22	12%	36	12%
Slightly Disagree	-- [2]	-- [2]	0	0%	0	0%	0	0%	1	2%	7	4%	14	5%
Mostly Disagree	-- [2]	-- [2]	0	0%	0	0%	0	0%	2	4%	5	3%	9	3%
Strongly Disagree	-- [2]	-- [2]	0	0%	0	0%	1	7%	4	8%	4	2%	13	4%
Typical (Median[3]) Response	-- [2]		Strongly Agree		Strongly Agree		Mostly Agree		Mostly Agree		Mostly Agree		Mostly Agree	

Note: Percentages may not sum to 100% due to rounding.

[1] Question number references questionnaire.

[2] To protect confidentiality, data are not reported when there are less than 6 persons in a subgroup.

[3] One-half of responses are below and one-half of responses are above.

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Table 10G. 1999 Accreditation Employee Survey Responses by Ethnicity for Standard 7: Faculty and Staff (continued)

Question [1]	African American		Asian American		American Indian		Filipino		Latino		White		Total Employees	
	N	%	N	%	N	%	N	%	N	%	N	%	N	%
50. I am satisfied with the college hiring process for my constituent group.														
Strongly Agree	-- [2]	-- [2]	2	29%	6	86%	4	29%	16	31%	54	27%	89	27%
Mostly Agree	-- [2]	-- [2]	4	57%	1	14%	4	29%	19	37%	62	31%	107	33%
Slightly Agree	-- [2]	-- [2]	1	14%	0	0%	2	14%	4	8%	25	13%	36	11%
Slightly Disagree	-- [2]	-- [2]	0	0%	0	0%	1	7%	5	10%	23	12%	38	12%
Mostly Disagree	-- [2]	-- [2]	0	0%	0	0%	1	7%	2	4%	10	5%	18	6%
Strongly Disagree	-- [2]	-- [2]	0	0%	0	0%	2	14%	5	10%	25	13%	39	12%
Typical (Median [3]) Response	-- [2]		Mostly Agree		Strongly Agree		Mostly Agree		Mostly Agree		Mostly Agree		Mostly Agree	
66. The college adequately provides me with sufficient staff development opportunities to attend professional conferences.														
Strongly Agree	-- [2]	-- [2]	2	29%	4	57%	2	14%	6	14%	33	20%	53	18%
Mostly Agree	-- [2]	-- [2]	2	29%	1	14%	6	43%	22	52%	44	26%	85	30%
Slightly Agree	-- [2]	-- [2]	2	29%	0	0%	0	0%	5	12%	31	18%	53	18%
Slightly Disagree	-- [2]	-- [2]	0	0%	1	14%	2	14%	6	14%	16	10%	29	10%
Mostly Disagree	-- [2]	-- [2]	0	0%	0	0%	1	7%	3	7%	18	11%	29	10%
Strongly Disagree	-- [2]	-- [2]	1	14%	1	14%	3	21%	0	0%	26	15%	39	14%
Typical (Median [3]) Response	-- [2]		Mostly Agree		Strongly Agree		Mostly Agree		Mostly Agree		Slightly Agree		Slightly Agree	
67. The college adequately distributes information about opportunities to learn new instructional approaches.														
Strongly Agree	-- [2]	-- [2]	0	0%	2	29%	2	15%	8	18%	29	17%	45	16%
Mostly Agree	-- [2]	-- [2]	3	38%	2	29%	7	54%	20	44%	58	35%	106	37%
Slightly Agree	-- [2]	-- [2]	2	25%	1	14%	2	15%	11	24%	34	20%	64	22%
Slightly Disagree	-- [2]	-- [2]	2	25%	0	0%	0	0%	5	11%	19	11%	31	11%
Mostly Disagree	-- [2]	-- [2]	1	13%	1	14%	1	8%	1	2%	12	7%	21	7%
Strongly Disagree	-- [2]	-- [2]	0	0%	1	14%	1	8%	0	0%	16	10%	19	7%
Typical (Median [3]) Response	-- [2]		Slightly Agree		Mostly Agree		Mostly Agree		Mostly Agree		Mostly Agree		Mostly Agree	

Note: Percentages may not sum to 100% due to rounding.

[1] Question number references questionnaire.

[2] To protect confidentiality, data are not reported when there are less than 6 persons in a subgroup.

[3] One-half of responses are below and one-half of responses are above.

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Table 10G. 1999 Accreditation Employee Survey Responses by Ethnicity for Standard 7: Faculty and Staff (continued)

Question [1]	African American		Asian American		American Indian		Filipino		Latino		White		Total Employees	
	N	%	N	%	N	%	N	%	N	%	N	%	N	%
68. My immediate supervisor encourages and supports my participation in professional development activities.														
Strongly Agree	-- [2]	-- [2]	4	44%	4	67%	5	36%	19	39%	75	41%	123	39%
Mostly Agree	-- [2]	-- [2]	3	33%	1	17%	5	36%	18	37%	43	23%	85	27%
Slightly Agree	-- [2]	-- [2]	1	11%	0	0%	3	21%	4	8%	23	13%	39	13%
Slightly Disagree	-- [2]	-- [2]	0	0%	0	0%	0	0%	4	8%	11	6%	18	6%
Mostly Disagree	-- [2]	-- [2]	0	0%	1	17%	0	0%	3	6%	11	6%	18	6%
Strongly Disagree	-- [2]	-- [2]	1	11%	0	0%	1	7%	1	2%	20	11%	29	9%
Typical (Median [3]) Response	-- [2]		Mostly Agree		Strongly Agree		Mostly Agree		Mostly Agree		Mostly Agree		Mostly Agree	
69. The Tenure Review Committee process is effective in making recommendations for tenure.														
Strongly Agree	-- [2]	-- [2]	-- [2]	-- [2]	-- [2]	-- [2]	-- [2]	-- [2]	2	8%	12	20%	21	19%
Mostly Agree	-- [2]	-- [2]	-- [2]	-- [2]	-- [2]	-- [2]	-- [2]	-- [2]	10	42%	20	33%	40	36%
Slightly Agree	-- [2]	-- [2]	-- [2]	-- [2]	-- [2]	-- [2]	-- [2]	-- [2]	6	25%	14	23%	26	23%
Slightly Disagree	-- [2]	-- [2]	-- [2]	-- [2]	-- [2]	-- [2]	-- [2]	-- [2]	3	13%	4	7%	9	8%
Mostly Disagree	-- [2]	-- [2]	-- [2]	-- [2]	-- [2]	-- [2]	-- [2]	-- [2]	1	4%	4	7%	6	5%
Strongly Disagree	-- [2]	-- [2]	-- [2]	-- [2]	-- [2]	-- [2]	-- [2]	-- [2]	2	8%	7	11%	10	9%
Typical (Median [3]) Response	-- [2]		-- [2]		-- [2]		-- [2]		Mostly Agree		Mostly Agree		Mostly Agree	
70. The general college climate is respectful and responsive to a diverse educational and cultural campus environment.														
Strongly Agree	-- [2]	-- [2]	3	30%	6	86%	2	14%	14	26%	63	31%	96	28%
Mostly Agree	-- [2]	-- [2]	6	60%	1	14%	7	50%	20	37%	90	44%	147	43%
Slightly Agree	-- [2]	-- [2]	1	10%	0	0%	4	29%	8	15%	31	15%	55	16%
Slightly Disagree	-- [2]	-- [2]	0	0%	0	0%	0	0%	6	11%	9	4%	19	6%
Mostly Disagree	-- [2]	-- [2]	0	0%	0	0%	0	0%	2	4%	5	2%	9	3%
Strongly Disagree	-- [2]	-- [2]	0	0%	0	0%	1	7%	4	7%	5	2%	12	4%
Typical (Median [3]) Response	-- [2]		Mostly Agree		Strongly Agree		Mostly Agree		Mostly Agree		Mostly Agree		Mostly Agree	

Note: Percentages may not sum to 100% due to rounding.

[1] Question number references questionnaire.

[2] To protect confidentiality, data are not reported when there are less than 6 persons in a subgroup.

[3] One-half of responses are below and one-half of responses are above.

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Table 10G. 1999 Accreditation Employee Survey Responses by Ethnicity for Standard 7: Faculty and Staff (continued)

Question [1]	African American		Asian American		American Indian		Filipino		Latino		White		Total Employees	
	N	%	N	%	N	%	N	%	N	%	N	%	N	%
71. I believe college employees are actively working to make multiculturalism a reality on campus.														
Strongly Agree	-- [2]	-- [2]	1	11%	4	57%	0	0%	15	28%	59	30%	87	27%
Mostly Agree	-- [2]	-- [2]	4	44%	2	29%	7	50%	18	34%	85	44%	140	43%
Slightly Agree	-- [2]	-- [2]	4	44%	0	0%	6	43%	6	11%	36	18%	62	19%
Slightly Disagree	-- [2]	-- [2]	0	0%	0	0%	0	0%	5	9%	7	4%	14	4%
Mostly Disagree	-- [2]	-- [2]	0	0%	0	0%	0	0%	2	4%	5	3%	9	3%
Strongly Disagree	-- [2]	-- [2]	0	0%	1	14%	1	7%	7	13%	3	2%	14	4%
Typical (Median [3]) Response	-- [2]		Mostly Agree		Strongly Agree		Mostly Agree		Mostly Agree		Mostly Agree		Mostly Agree	
72. The number of staff and faculty who are qualified by appropriate education, training and experience is sufficient to support the programs offered by the college.														
Strongly Agree	-- [2]	-- [2]	2	22%	4	57%	2	17%	8	17%	41	23%	67	22%
Mostly Agree	-- [2]	-- [2]	5	56%	1	14%	5	42%	21	45%	78	43%	128	43%
Slightly Agree	-- [2]	-- [2]	2	22%	2	29%	3	25%	10	21%	31	17%	60	20%
Slightly Disagree	-- [2]	-- [2]	0	0%	0	0%	1	8%	4	9%	18	10%	26	9%
Mostly Disagree	-- [2]	-- [2]	0	0%	0	0%	0	0%	2	4%	7	4%	11	4%
Strongly Disagree	-- [2]	-- [2]	0	0%	0	0%	1	8%	2	4%	5	3%	9	3%
Typical (Median [3]) Response	-- [2]		Mostly Agree		Strongly Agree		Mostly Agree		Mostly Agree		Mostly Agree		Mostly Agree	
73. The planning and evaluation of staff development programs include participation of staff who participate in, or are affected by, the programs.														
Strongly Agree	-- [2]	-- [2]	2	33%	3	50%	1	10%	6	16%	27	20%	41	18%
Mostly Agree	-- [2]	-- [2]	3	50%	2	33%	3	30%	19	51%	56	42%	97	43%
Slightly Agree	-- [2]	-- [2]	0	0%	1	17%	3	30%	6	16%	25	19%	46	20%
Slightly Disagree	-- [2]	-- [2]	0	0%	0	0%	2	20%	0	0%	12	9%	20	9%
Mostly Disagree	-- [2]	-- [2]	0	0%	0	0%	1	10%	4	11%	4	3%	10	4%
Strongly Disagree	-- [2]	-- [2]	1	17%	0	0%	0	0%	2	5%	9	7%	14	6%
Typical (Median [3]) Response	-- [2]		Mostly Agree		Strongly Agree		Slightly Agree		Mostly Agree		Mostly Agree		Mostly Agree	

Note: Percentages may not sum to 100% due to rounding.

[1] Question number references questionnaire.

[2] To protect confidentiality, data are not reported when there are less than 6 persons in a subgroup.

[3] One-half of responses are below and one-half of responses are above.

Table 10H. 1999 Accreditation Employee Survey
Responses by Ethnicity
for Standard 8: Physical Resources

Question [1]	African American		Asian American		American Indian		Filipino		Latino		White		Total Employees	
	N	%	N	%	N	%	N	%	N	%	N	%	N	%
Total Respondents	5	100%	11	100%	7	100%	15	100%	55	100%	215	100%	358	100%
78. College buildings and facilities provide a healthy working environment.														
Strongly Agree	-- [2]	-- [2]	2	18%	2	29%	3	21%	11	20%	30	15%	56	16%
Mostly Agree	-- [2]	-- [2]	6	55%	2	29%	6	43%	17	31%	85	41%	134	39%
Slightly Agree	-- [2]	-- [2]	0	0%	2	29%	4	29%	15	27%	52	25%	84	24%
Slightly Disagree	-- [2]	-- [2]	1	9%	0	0%	0	0%	4	7%	21	10%	29	8%
Mostly Disagree	-- [2]	-- [2]	1	9%	0	0%	0	0%	6	11%	6	3%	19	6%
Strongly Disagree	-- [2]	-- [2]	1	9%	1	14%	1	7%	2	4%	12	6%	23	7%
Typical (Median[3]) Response	-- [2]		Mostly Agree		Mostly Agree		Mostly Agree		Mostly Agree		Mostly Agree		Mostly Agree	
79. I am satisfied with my personal safety and security at the college.														
Strongly Agree	-- [2]	-- [2]	4	36%	2	29%	2	14%	15	27%	60	29%	95	27%
Mostly Agree	-- [2]	-- [2]	5	45%	3	43%	7	50%	20	36%	92	45%	152	44%
Slightly Agree	-- [2]	-- [2]	2	18%	2	29%	3	21%	9	16%	33	16%	54	16%
Slightly Disagree	-- [2]	-- [2]	0	0%	0	0%	0	0%	7	13%	11	5%	20	6%
Mostly Disagree	-- [2]	-- [2]	0	0%	0	0%	0	0%	4	7%	4	2%	12	3%
Strongly Disagree	-- [2]	-- [2]	0	0%	0	0%	2	14%	0	0%	6	3%	13	4%
Typical (Median[3]) Response	-- [2]		Mostly Agree		Mostly Agree		Mostly Agree		Mostly Agree		Mostly Agree		Mostly Agree	
80. The college grounds are well maintained and manicured.														
Strongly Agree	-- [2]	-- [2]	4	36%	3	43%	3	21%	26	47%	78	37%	136	39%
Mostly Agree	-- [2]	-- [2]	6	55%	4	57%	7	50%	21	38%	85	40%	138	39%
Slightly Agree	-- [2]	-- [2]	1	9%	0	0%	4	29%	4	7%	34	16%	52	15%
Slightly Disagree	-- [2]	-- [2]	0	0%	0	0%	0	0%	3	5%	10	5%	17	5%
Mostly Disagree	-- [2]	-- [2]	0	0%	0	0%	0	0%	1	2%	1	0%	4	1%
Strongly Disagree	-- [2]	-- [2]	0	0%	0	0%	0	0%	0	0%	5	2%	5	1%
Typical (Median[3]) Response	-- [2]		Mostly Agree		Mostly Agree		Mostly Agree		Mostly Agree		Mostly Agree		Mostly Agree	

Note: Percentages may not sum to 100% due to rounding.

[1] Question number references questionnaire.

[2] To protect confidentiality, data are not reported when there are less than 6 persons in a subgroup.

[3] One-half of responses are below and one-half of responses are above.

Table 10H. 1999 Accreditation Employee Survey Responses by Ethnicity for Standard 8: Physical Resources (continued)

Question [1]	African American		Asian American		American Indian		Filipino		Latino		White		Total Employees	
	N	%	N	%	N	%	N	%	N	%	N	%	N	%
81. Classrooms are of adequate size for instruction and programs.														
Strongly Agree	-- [2]	-- [2]	1	9%	1	14%	0	0%	9	17%	39	20%	57	18%
Mostly Agree	-- [2]	-- [2]	5	45%	1	14%	6	50%	21	40%	79	41%	127	39%
Slightly Agree	-- [2]	-- [2]	2	18%	3	43%	2	17%	10	19%	33	17%	61	19%
Slightly Disagree	-- [2]	-- [2]	2	18%	0	0%	2	17%	6	11%	22	11%	36	11%
Mostly Disagree	-- [2]	-- [2]	0	0%	0	0%	1	8%	3	6%	12	6%	20	6%
Strongly Disagree	-- [2]	-- [2]	1	9%	2	29%	1	8%	4	8%	10	5%	24	7%
Typical (Median [3]) Response	-- [2]		Mostly Agree		Slightly Agree		Mostly Agree		Mostly Agree		Mostly Agree		Mostly Agree	
82. Laboratories are of adequate size for instruction and programs.														
Strongly Agree	-- [2]	-- [2]	1	11%	1	17%	1	8%	7	15%	34	22%	49	19%
Mostly Agree	-- [2]	-- [2]	3	33%	0	0%	5	38%	24	50%	51	34%	93	35%
Slightly Agree	-- [2]	-- [2]	3	33%	3	50%	3	23%	10	21%	33	22%	59	22%
Slightly Disagree	-- [2]	-- [2]	1	11%	0	0%	3	23%	5	10%	17	11%	31	12%
Mostly Disagree	-- [2]	-- [2]	0	0%	0	0%	0	0%	1	2%	10	7%	15	6%
Strongly Disagree	-- [2]	-- [2]	1	11%	2	33%	1	8%	1	2%	7	5%	17	6%
Typical (Median [3]) Response	-- [2]		Slightly Agree		Slightly Agree		Slightly Agree		Mostly Agree		Mostly Agree		Mostly Agree	
83. Parking lots are well-lighted and secure.														
Strongly Agree	-- [2]	-- [2]	3	27%	2	29%	0	0%	9	17%	41	21%	60	18%
Mostly Agree	-- [2]	-- [2]	3	27%	3	43%	2	14%	17	31%	77	39%	120	36%
Slightly Agree	-- [2]	-- [2]	2	18%	2	29%	4	29%	11	20%	41	21%	70	21%
Slightly Disagree	-- [2]	-- [2]	1	9%	0	0%	5	36%	9	17%	19	10%	44	13%
Mostly Disagree	-- [2]	-- [2]	1	9%	0	0%	0	0%	4	7%	9	5%	18	5%
Strongly Disagree	-- [2]	-- [2]	1	9%	0	0%	3	21%	4	7%	11	6%	23	7%
Typical (Median [3]) Response	-- [2]		Mostly Agree		Mostly Agree		Slightly Disagree		Slightly Agree		Mostly Agree		Mostly Agree	

Note: Percentages may not sum to 100% due to rounding.

[1] Question number references questionnaire.

[2] To protect confidentiality, data are not reported when there are less than 6 persons in a subgroup.

[3] One-half of responses are below and one-half of responses are above.

Table 10H. 1999 Accreditation Employee Survey Responses by Ethnicity for Standard 8: Physical Resources (continued)

Question [1]	African American		Asian American		American Indian		Filipino		Latino		White		Total Employees	
	N	%	N	%	N	%	N	%	N	%	N	%	N	%
84. The amount of parking space is adequate on the campus.														
Strongly Agree	-- [2]	-- [2]	1	10%	0	0%	1	7%	5	9%	20	10%	30	9%
Mostly Agree	-- [2]	-- [2]	4	40%	1	14%	2	14%	10	18%	33	16%	57	17%
Slightly Agree	-- [2]	-- [2]	1	10%	2	29%	4	29%	11	20%	37	18%	62	18%
Slightly Disagree	-- [2]	-- [2]	0	0%	2	29%	0	0%	10	18%	36	18%	56	16%
Mostly Disagree	-- [2]	-- [2]	2	20%	1	14%	2	14%	6	11%	29	14%	53	15%
Strongly Disagree	-- [2]	-- [2]	2	20%	1	14%	5	36%	13	24%	48	24%	84	25%
Typical (Median [3]) Response	-- [2]		Mostly Agree		Slightly Disagree		Slightly Disagree		Slightly Disagree		Slightly Disagree		Slightly Disagree	
87. I am satisfied with the comfort and attractiveness of the buildings and grounds.														
Strongly Agree	-- [2]	-- [2]	2	20%	2	29%	2	15%	15	28%	45	21%	78	22%
Mostly Agree	-- [2]	-- [2]	3	30%	2	29%	6	46%	18	34%	85	40%	132	38%
Slightly Agree	-- [2]	-- [2]	4	40%	2	29%	1	8%	8	15%	40	19%	60	17%
Slightly Disagree	-- [2]	-- [2]	0	0%	1	14%	2	15%	7	13%	21	10%	39	11%
Mostly Disagree	-- [2]	-- [2]	0	0%	0	0%	0	0%	3	6%	12	6%	22	6%
Strongly Disagree	-- [2]	-- [2]	1	10%	0	0%	2	15%	2	4%	9	4%	16	5%
Typical (Median [3]) Response	-- [2]		Mostly Agree		Mostly Agree		Mostly Agree		Mostly Agree		Mostly Agree		Mostly Agree	
89. The management, maintenance, cleanliness and operation of the physical facilities is efficient and of a quality necessary to support programs and services.														
Strongly Agree	-- [2]	-- [2]	2	20%	2	29%	2	17%	13	24%	41	20%	71	21%
Mostly Agree	-- [2]	-- [2]	2	20%	4	57%	3	25%	15	28%	64	32%	103	31%
Slightly Agree	-- [2]	-- [2]	6	60%	0	0%	3	25%	15	28%	45	22%	81	24%
Slightly Disagree	-- [2]	-- [2]	0	0%	1	14%	1	8%	6	11%	28	14%	42	13%
Mostly Disagree	-- [2]	-- [2]	0	0%	0	0%	1	8%	3	6%	11	5%	21	6%
Strongly Disagree	-- [2]	-- [2]	0	0%	0	0%	2	17%	2	4%	12	6%	17	5%
Typical (Median [3]) Response	-- [2]		Slightly Agree		Mostly Agree		Slightly Agree		Mostly Agree		Mostly Agree		Mostly Agree	

Note: Percentages may not sum to 100% due to rounding.

[1] Question number references questionnaire.

[2] To protect confidentiality, data are not reported when there are less than 6 persons in a subgroup.

[3] One-half of responses are below and one-half of responses are above.

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Table 10I. 1999 Accreditation Employee Survey Responses by Ethnicity for Standard 9: Financial Resources

Question [1]	African American		Asian American		American Indian		Filipino		Latino		White		Total Employees	
	N	%	N	%	N	%	N	%	N	%	N	%	N	%
Total Respondents	5	100%	11	100%	7	100%	15	100%	55	100%	215	100%	358	100%
85. The college strives to support innovation/ expansion in its programs.														
Strongly Agree	-- [2]	-- [2]	2	25%	4	57%	0	0%	14	29%	41	24%	68	24%
Mostly Agree	-- [2]	-- [2]	2	25%	1	14%	3	27%	22	46%	58	34%	96	33%
Slightly Agree	-- [2]	-- [2]	2	25%	2	29%	5	45%	4	8%	49	28%	74	26%
Slightly Disagree	-- [2]	-- [2]	2	25%	0	0%	1	9%	4	8%	12	7%	26	9%
Mostly Disagree	-- [2]	-- [2]	0	0%	0	0%	1	9%	4	8%	6	3%	15	5%
Strongly Disagree	-- [2]	-- [2]	0	0%	0	0%	1	9%	0	0%	6	3%	9	3%
Typical (Median[3]) Response	-- [2]		Mostly Agree		Strongly Agree		Slightly Agree		Mostly Agree		Mostly Agree		Mostly Agree	
86. The college budget reflects college priorities and planning goals.														
Strongly Agree	-- [2]	-- [2]	1	14%	2	33%	1	9%	9	21%	20	14%	37	15%
Mostly Agree	-- [2]	-- [2]	2	29%	2	33%	4	36%	12	28%	41	28%	63	26%
Slightly Agree	-- [2]	-- [2]	2	29%	1	17%	2	18%	11	26%	43	30%	66	27%
Slightly Disagree	-- [2]	-- [2]	1	14%	0	0%	1	9%	4	9%	22	15%	40	16%
Mostly Disagree	-- [2]	-- [2]	0	0%	0	0%	0	0%	1	2%	9	6%	14	6%
Strongly Disagree	-- [2]	-- [2]	1	14%	1	17%	3	27%	6	14%	9	6%	26	11%
Typical (Median[3]) Response	-- [2]		Slightly Agree		Mostly Agree		Slightly Agree		Slightly Agree		Slightly Agree		Slightly Agree	
88. The organization for administering HC's budget and finances is clearly defined.														
Strongly Agree	-- [2]	-- [2]	2	29%	3	50%	1	10%	6	14%	10	7%	25	11%
Mostly Agree	-- [2]	-- [2]	0	0%	1	17%	2	20%	13	30%	27	20%	48	20%
Slightly Agree	-- [2]	-- [2]	2	29%	1	17%	5	50%	10	23%	31	23%	52	22%
Slightly Disagree	-- [2]	-- [2]	0	0%	1	17%	1	10%	3	7%	31	23%	43	18%
Mostly Disagree	-- [2]	-- [2]	2	29%	0	0%	0	0%	5	12%	14	10%	30	13%
Strongly Disagree	-- [2]	-- [2]	1	14%	0	0%	1	10%	6	14%	23	17%	40	17%
Typical (Median[3]) Response	-- [2]		Slightly Agree		Strongly Agree		Slightly Agree		Slightly Agree		Slightly Agree		Slightly Agree	

Note: Percentages may not sum to 100% due to rounding.

[1] Question number references questionnaire.

[2] To protect confidentiality, data are not reported when there are less than 6 persons in a subgroup.

[3] One-half of responses are below and one-half of responses are above.

Table 10I. 1999 Accreditation Employee Survey Responses by Ethnicity for Standard 9: Financial Resources (continued)

Question [1]	African American		Asian American		American Indian		Filipino		Latino		White		Total Employees	
	N	%	N	%	N	%	N	%	N	%	N	%	N	%
90. The college's overall use of financial resources is consistent with its educational goals.														
Strongly Agree	-- [2]	-- [2]	-- [2]	-- [2]	3	50%	1	8%	7	17%	13	9%	30	12%
Mostly Agree	-- [2]	-- [2]	-- [2]	-- [2]	2	33%	5	42%	17	40%	47	33%	80	33%
Slightly Agree	-- [2]	-- [2]	-- [2]	-- [2]	1	17%	3	25%	6	14%	39	28%	58	24%
Slightly Disagree	-- [2]	-- [2]	-- [2]	-- [2]	0	0%	0	0%	6	14%	15	11%	24	10%
Mostly Disagree	-- [2]	-- [2]	-- [2]	-- [2]	0	0%	2	17%	0	0%	14	10%	24	10%
Strongly Disagree	-- [2]	-- [2]	-- [2]	-- [2]	0	0%	1	8%	6	14%	13	9%	26	11%
Typical (Median [3]) Response	-- [2]		-- [2]		Strongly Agree		Mostly Agree		Mostly Agree		Slightly Agree		Slightly Agree	
91. College guidelines and processes for financial planning and budget development are clearly defined and followed.														
Strongly Agree	-- [2]	-- [2]	2	33%	3	50%	0	0%	6	14%	9	8%	23	11%
Mostly Agree	-- [2]	-- [2]	1	17%	2	33%	3	43%	16	37%	31	28%	59	29%
Slightly Agree	-- [2]	-- [2]	2	33%	0	0%	4	57%	10	23%	29	26%	48	24%
Slightly Disagree	-- [2]	-- [2]	0	0%	1	17%	0	0%	6	14%	14	13%	26	13%
Mostly Disagree	-- [2]	-- [2]	1	17%	0	0%	0	0%	0	0%	15	14%	24	12%
Strongly Disagree	-- [2]	-- [2]	0	0%	0	0%	0	0%	5	12%	12	11%	24	12%
Typical (Median [3]) Response	-- [2]		Mostly Agree		Strongly Agree		Slightly Agree		Mostly Agree		Slightly Agree		Slightly Agree	
92. The Board of Trustees has performed responsibly in overseeing the financial soundness of the district.														
Strongly Agree	-- [2]	-- [2]	-- [2]	-- [2]	2	33%	1	9%	8	19%	13	11%	28	13%
Mostly Agree	-- [2]	-- [2]	-- [2]	-- [2]	1	17%	4	36%	14	33%	41	34%	66	31%
Slightly Agree	-- [2]	-- [2]	-- [2]	-- [2]	1	17%	3	27%	11	26%	21	18%	44	20%
Slightly Disagree	-- [2]	-- [2]	-- [2]	-- [2]	0	0%	1	9%	2	5%	19	16%	29	13%
Mostly Disagree	-- [2]	-- [2]	-- [2]	-- [2]	0	0%	0	0%	3	7%	12	10%	21	10%
Strongly Disagree	-- [2]	-- [2]	-- [2]	-- [2]	2	33%	2	18%	4	10%	14	12%	27	13%
Typical (Median [3]) Response	-- [2]		-- [2]		Mostly Agree		Slightly Agree		Mostly Agree		Slightly Agree		Slightly Agree	

Note: Percentages may not sum to 100% due to rounding.

[1] Question number references questionnaire.

[2] To protect confidentiality, data are not reported when there are less than 6 persons in a subgroup.

[3] One-half of responses are below and one-half of responses are above.

Table 10.J. 1999 Accreditation Employee Survey Responses by Ethnicity for Standard 10: Governance and Administration

Question [1]	African American		Asian American		American Indian		Filipino		Latino		White		Total Employees	
	N	%	N	%	N	%	N	%	N	%	N	%	N	%
Total Respondents	5	100%	11	100%	7	100%	15	100%	55	100%	215	100%	358	100%
74. In general, I am aware of the classified staff's role in various governing, planning, budgeting and policy making bodies at the college.														
Strongly Agree	-- [2]	-- [2]	-- [2]	-- [2]	3	43%	2	20%	10	23%	26	17%	47	18%
Mostly Agree	-- [2]	-- [2]	-- [2]	-- [2]	2	29%	3	30%	14	33%	62	41%	98	38%
Slightly Agree	-- [2]	-- [2]	-- [2]	-- [2]	0	0%	2	20%	10	23%	34	22%	58	23%
Slightly Disagree	-- [2]	-- [2]	-- [2]	-- [2]	1	14%	2	20%	4	9%	16	10%	28	11%
Mostly Disagree	-- [2]	-- [2]	-- [2]	-- [2]	0	0%	0	0%	3	7%	7	5%	12	5%
Strongly Disagree	-- [2]	-- [2]	-- [2]	-- [2]	1	14%	1	10%	2	5%	8	5%	14	5%
Typical (Median[3]) Response	-- [2]		-- [2]		Mostly Agree		Mostly Agree		Mostly Agree		Mostly Agree		Mostly Agree	
75. In general, I am aware of the students' role in various governing, planning, budgeting and policy making bodies at the college.														
Strongly Agree	-- [2]	-- [2]	-- [2]	-- [2]	2	29%	2	18%	5	12%	22	15%	35	14%
Mostly Agree	-- [2]	-- [2]	-- [2]	-- [2]	2	29%	2	18%	16	38%	46	31%	88	35%
Slightly Agree	-- [2]	-- [2]	-- [2]	-- [2]	0	0%	3	27%	13	31%	42	28%	67	26%
Slightly Disagree	-- [2]	-- [2]	-- [2]	-- [2]	2	29%	3	27%	3	7%	19	13%	34	13%
Mostly Disagree	-- [2]	-- [2]	-- [2]	-- [2]	0	0%	1	9%	2	5%	12	8%	16	6%
Strongly Disagree	-- [2]	-- [2]	-- [2]	-- [2]	1	14%	0	0%	3	7%	8	5%	14	6%
Typical (Median[3]) Response	-- [2]		-- [2]		Mostly Agree		Slightly Agree		Mostly Agree		Slightly Agree		Slightly Agree	
76. In general, I am aware of the faculty's role in various governing, planning, budgeting and policy making bodies at the college.														
Strongly Agree	-- [2]	-- [2]	-- [2]	-- [2]	2	29%	2	18%	8	19%	31	19%	53	20%
Mostly Agree	-- [2]	-- [2]	-- [2]	-- [2]	3	43%	4	36%	17	40%	61	38%	103	38%
Slightly Agree	-- [2]	-- [2]	-- [2]	-- [2]	0	0%	2	18%	14	33%	39	24%	68	25%
Slightly Disagree	-- [2]	-- [2]	-- [2]	-- [2]	2	29%	3	27%	1	2%	15	9%	25	9%
Mostly Disagree	-- [2]	-- [2]	-- [2]	-- [2]	0	0%	0	0%	0	0%	6	4%	8	3%
Strongly Disagree	-- [2]	-- [2]	-- [2]	-- [2]	0	0%	0	0%	3	7%	8	5%	13	5%
Typical (Median[3]) Response	-- [2]		-- [2]		Mostly Agree		Mostly Agree		Mostly Agree		Mostly Agree		Mostly Agree	

Note: Percentages may not sum to 100% due to rounding.

[1] Question number references questionnaire.

[2] To protect confidentiality, data are not reported when there are less than 6 persons in a subgroup.

[3] One-half of responses are below and one-half of responses are above.

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Table 10J. 1999 Accreditation Employee Survey
Responses by Ethnicity
for Standard 10: Governance and Administration (continued)

Question [1]	African American		Asian American		American Indian		Filipino		Latino		White		Total Employees	
	N	%	N	%	N	%	N	%	N	%	N	%	N	%
77. The faculty exercise a substantial voice in matters related to educational programs, the hiring of faculty and other personnel, and institutional policies.														
Strongly Agree	-- [2]	-- [2]	1	17%	4	67%	0	0%	6	14%	16	10%	28	11%
Mostly Agree	-- [2]	-- [2]	2	33%	2	33%	5	45%	18	41%	49	32%	91	35%
Slightly Agree	-- [2]	-- [2]	3	50%	0	0%	2	18%	12	27%	41	27%	66	25%
Slightly Disagree	-- [2]	-- [2]	0	0%	0	0%	3	27%	3	7%	17	11%	31	12%
Mostly Disagree	-- [2]	-- [2]	0	0%	0	0%	1	9%	2	5%	13	8%	21	8%
Strongly Disagree	-- [2]	-- [2]	0	0%	0	0%	0	0%	3	7%	18	12%	26	10%
Typical (Median [3]) Response	-- [2]		Mostly Agree		Strongly Agree		Slightly Agree		Mostly Agree		Slightly Agree		Slightly Agree	
93. I have a substantive role in college governance and policy-making that relate to my areas of responsibility and expertise.														
Strongly Agree	-- [2]	-- [2]	2	25%	2	29%	1	10%	6	13%	17	11%	29	11%
Mostly Agree	-- [2]	-- [2]	2	25%	2	29%	2	20%	14	31%	30	20%	59	23%
Slightly Agree	-- [2]	-- [2]	1	13%	0	0%	2	20%	15	33%	25	17%	50	19%
Slightly Disagree	-- [2]	-- [2]	0	0%	0	0%	0	0%	2	4%	19	13%	29	11%
Mostly Disagree	-- [2]	-- [2]	2	25%	1	14%	3	30%	3	7%	23	15%	35	13%
Strongly Disagree	-- [2]	-- [2]	1	13%	2	29%	2	20%	5	11%	35	23%	59	23%
Typical (Median [3]) Response	-- [2]		Mostly Agree		Mostly Agree		Slightly Disagree		Slightly Agree		Slightly Disagree		Slightly Agree	
94. The Hartnell Board of Trustees makes responsible decisions and takes responsible actions that support and promote the missions and functions of the college.														
Strongly Agree	-- [2]	-- [2]	3	43%	1	17%	1	10%	8	17%	20	15%	38	16%
Mostly Agree	-- [2]	-- [2]	1	14%	1	17%	5	50%	17	36%	33	25%	63	26%
Slightly Agree	-- [2]	-- [2]	2	29%	1	17%	3	30%	10	21%	32	24%	57	24%
Slightly Disagree	-- [2]	-- [2]	1	14%	0	0%	0	0%	5	11%	19	15%	29	12%
Mostly Disagree	-- [2]	-- [2]	0	0%	0	0%	0	0%	2	4%	14	11%	21	9%
Strongly Disagree	-- [2]	-- [2]	0	0%	3	50%	1	10%	5	11%	13	10%	30	13%
Typical (Median [3]) Response	-- [2]		Mostly Agree		Slightly Disagree		Mostly Agree		Mostly Agree		Slightly Agree		Slightly Agree	

Note: Percentages may not sum to 100% due to rounding.

[1] Question number references questionnaire.

[2] To protect confidentiality, data are not reported when there are less than 6 persons in a subgroup.

[3] One-half of responses are below and one-half of responses are above.

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Table 10J. 1999 Accreditation Employee Survey
Responses by Ethnicity
for Standard 10: Governance and Administration (continued)

Question [1]	African American		Asian American		American Indian		Filipino		Latino		White		Total Employees	
	N	%	N	%	N	%	N	%	N	%	N	%	N	%
95. The Administration supports and uses a decision-making process which involves the persons who will be affected.														
Strongly Agree	-- [2]	-- [2]	1	17%	2	33%	1	7%	10	22%	20	13%	38	15%
Mostly Agree	-- [2]	-- [2]	2	33%	2	33%	7	50%	10	22%	43	28%	72	27%
Slightly Agree	-- [2]	-- [2]	1	17%	2	33%	3	21%	13	29%	36	24%	63	24%
Slightly Disagree	-- [2]	-- [2]	0	0%	0	0%	2	14%	5	11%	21	14%	37	14%
Mostly Disagree	-- [2]	-- [2]	0	0%	0	0%	0	0%	2	4%	22	15%	29	11%
Strongly Disagree	-- [2]	-- [2]	2	33%	0	0%	1	7%	5	11%	9	6%	23	9%
Typical (Median [3]) Response	-- [2]		Mostly Agree		Mostly Agree		Mostly Agree		Slightly Agree		Slightly Agree		Slightly Agree	
96. The Administration provides effective and efficient leadership and management which supports the college's mission.														
Strongly Agree	-- [2]	-- [2]	2	22%	4	57%	0	0%	13	26%	26	14%	50	16%
Mostly Agree	-- [2]	-- [2]	5	56%	2	29%	7	50%	14	28%	78	43%	122	40%
Slightly Agree	-- [2]	-- [2]	1	11%	1	14%	5	36%	16	32%	37	21%	69	23%
Slightly Disagree	-- [2]	-- [2]	0	0%	0	0%	0	0%	1	2%	21	12%	26	9%
Mostly Disagree	-- [2]	-- [2]	0	0%	0	0%	1	7%	1	2%	10	6%	20	7%
Strongly Disagree	-- [2]	-- [2]	1	11%	0	0%	1	7%	5	10%	8	4%	18	6%
Typical (Median [3]) Response	-- [2]		Mostly Agree		Strongly Agree		Mostly Agree		Mostly Agree		Mostly Agree		Mostly Agree	
97. The Administration provides effective leadership to define goals, develop plans and establish priorities for the institution.														
Strongly Agree	-- [2]	-- [2]	2	20%	3	50%	0	0%	14	27%	32	17%	56	18%
Mostly Agree	-- [2]	-- [2]	5	50%	2	33%	7	47%	12	24%	73	40%	115	37%
Slightly Agree	-- [2]	-- [2]	1	10%	1	17%	6	40%	17	33%	44	24%	78	25%
Slightly Disagree	-- [2]	-- [2]	0	0%	0	0%	0	0%	2	4%	16	9%	20	6%
Mostly Disagree	-- [2]	-- [2]	1	10%	0	0%	1	7%	1	2%	12	7%	21	7%
Strongly Disagree	-- [2]	-- [2]	1	10%	0	0%	1	7%	5	10%	7	4%	19	6%
Typical (Median [3]) Response	-- [2]		Mostly Agree		Strongly Agree		Slightly Agree		Mostly Agree		Mostly Agree		Mostly Agree	

Note: Percentages may not sum to 100% due to rounding.

[1] Question number references questionnaire.

[2] To protect confidentiality, data are not reported when there are less than 6 persons in a subgroup.

[3] One-half of responses are below and one-half of responses are above.

Table 10J. 1999 Accreditation Employee Survey
Responses by Ethnicity
for Standard 10: Governance and Administration (continued)

Question [1]	African American		Asian American		American Indian		Filipino		Latino		White		Total Employees	
	N	%	N	%	N	%	N	%	N	%	N	%	N	%
98. The Administration has established and utilizes effective methods of communication to exchange information in a timely and efficient manner.														
Strongly Agree	-- [2]	-- [2]	3	30%	3	43%	0	0%	12	24%	35	19%	58	18%
Mostly Agree	-- [2]	-- [2]	2	20%	1	14%	8	53%	15	29%	63	34%	103	33%
Slightly Agree	-- [2]	-- [2]	2	20%	2	29%	1	7%	17	33%	39	21%	69	22%
Slightly Disagree	-- [2]	-- [2]	2	20%	0	0%	4	27%	1	2%	24	13%	37	12%
Mostly Disagree	-- [2]	-- [2]	0	0%	0	0%	1	7%	1	2%	15	8%	28	9%
Strongly Disagree	-- [2]	-- [2]	1	10%	1	14%	1	7%	5	10%	9	5%	20	6%
Typical (Median [3]) Response	-- [2]		Mostly Agree		Mostly Agree		Mostly Agree		Mostly Agree		Mostly Agree		Mostly Agree	

Note: Percentages may not sum to 100% due to rounding.

[1] Question number references questionnaire.

[2] To protect confidentiality, data are not reported when there are less than 6 persons in a subgroup.

[3] One-half of responses are below and one-half of responses are above.

Table 10K. 1999 Accreditation Employee Survey Responses by Ethnicity for Miscellaneous Questions

Question [1]	African American		Asian American		American Indian		Filipino		Latino		White		Total Employees	
	N	%	N	%	N	%	N	%	N	%	N	%	N	%
Total Respondents	5	100%	11	100%	7	100%	15	100%	55	100%	215	100%	358	100%
99. Overall, how would you assess the campus climate/environment at HC for employees?														
Excellent	-- [2]	-- [2]	0	0%	1	14%	1	7%	8	15%	35	17%	51	15%
Very Good	-- [2]	-- [2]	6	60%	3	43%	7	50%	22	40%	65	31%	112	33%
Good	-- [2]	-- [2]	3	30%	1	14%	2	14%	9	16%	47	23%	78	23%
Fair	-- [2]	-- [2]	1	10%	1	14%	2	14%	6	11%	34	16%	54	16%
Poor	-- [2]	-- [2]	0	0%	1	14%	2	14%	10	18%	26	13%	49	14%
Typical (Median [3]) Response	-- [2]		Very Good		Very Good		Very Good		Very Good		Good		Good	
100. How effective is HC in promoting employee diversity?														
Excellent	-- [2]	-- [2]	1	13%	-- [2]	-- [2]	0	0%	9	18%	39	21%	57	18%
Very Good	-- [2]	-- [2]	2	25%	-- [2]	-- [2]	5	38%	16	32%	71	38%	109	35%
Good	-- [2]	-- [2]	3	38%	-- [2]	-- [2]	4	31%	7	14%	54	29%	84	27%
Fair	-- [2]	-- [2]	2	25%	-- [2]	-- [2]	1	8%	9	18%	21	11%	45	14%
Poor	-- [2]	-- [2]	0	0%	-- [2]	-- [2]	3	23%	9	18%	3	2%	16	5%
Typical (Median [3]) Response	-- [2]		Good		-- [2]		Good		Very Good		Very Good		Very Good	
101. Overall, how would you assess the campus climate/environment at HC for students?														
Excellent	-- [2]	-- [2]	0	0%	1	14%	2	14%	6	11%	35	17%	48	14%
Very Good	-- [2]	-- [2]	6	55%	4	57%	5	36%	25	47%	94	46%	151	45%
Good	-- [2]	-- [2]	5	45%	2	29%	5	36%	11	21%	58	28%	96	28%
Fair	-- [2]	-- [2]	0	0%	0	0%	1	7%	5	9%	17	8%	32	9%
Poor	-- [2]	-- [2]	0	0%	0	0%	1	7%	6	11%	2	1%	11	3%
Typical (Median [3]) Response	-- [2]		Very Good		Very Good		Very Good		Very Good		Very Good		Very Good	

Note: Percentages may not sum to 100% due to rounding.

[1] Question number references questionnaire.

[2] To protect confidentiality, data are not reported when there are less than 6 persons in a subgroup.

[3] One-half of responses are below and one-half of responses are above.

Table 10K. 1999 Accreditation Employee Survey
Responses by Ethnicity
for Miscellaneous Questions (continued)

Question [1]	African American		Asian American		American Indian		Filipino		Latino		White		Total Employees	
	N	%	N	%	N	%	N	%	N	%	N	%	N	%
102. How effective is HC in promoting student diversity?														
Excellent	-- [2]	-- [2]	1	13%	-- [2]	-- [2]	2	14%	9	17%	50	26%	72	23%
Very Good	-- [2]	-- [2]	3	38%	-- [2]	-- [2]	4	29%	20	38%	77	40%	121	38%
Good	-- [2]	-- [2]	3	38%	-- [2]	-- [2]	6	43%	10	19%	44	23%	76	24%
Fair	-- [2]	-- [2]	1	13%	-- [2]	-- [2]	1	7%	6	12%	19	10%	37	12%
Poor	-- [2]	-- [2]	0	0%	-- [2]	-- [2]	1	7%	7	13%	2	1%	11	3%
Typical (Median [3]) Response	-- [2]		Very Good		-- [2]		Good		Very Good		Very Good		Very Good	

Note: Percentages may not sum to 100% due to rounding.

[1] Question number references questionnaire.

[2] To protect confidentiality, data are not reported when there are less than 6 persons in a subgroup.

[3] One-half of responses are below and one-half of responses are above.

IR&P CM/LI/DC 6/21/00 c:\Documents\Accreditation\Employee 10 Ethnicity Summary, Standards 1-11.xls

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Table 11.

Responses by How Long Worked at Hartnell College

Table 11A. 1999 Accreditation Employee Survey Responses by How Long Worked at Hartnell College for Standard 1: Institutional Mission

Question [1]	Less than 1 Year		1-2 Years		3-5 Years		6-10 Years		More than 10 Years		Total Employees	
	N	%	N	%	N	%	N	%	N	%	N	%
Total Respondents	58	100%	46	100%	79	100%	54	100%	90	100%	358	100%
1. I am personally treated with respect at this college.												
Strongly Agree	26	51%	26	57%	24	30%	13	25%	30	34%	129	37%
Mostly Agree	22	43%	18	39%	41	52%	27	51%	30	34%	151	44%
Slightly Agree	1	2%	1	2%	5	6%	6	11%	11	13%	28	8%
Slightly Disagree	1	2%	0	0%	5	6%	1	2%	4	5%	12	3%
Mostly Disagree	0	0%	1	2%	0	0%	2	4%	8	9%	12	3%
Strongly Disagree	1	2%	0	0%	4	5%	4	8%	5	6%	15	4%
Typical (Median[2]) Response	Strongly Agree		Strongly Agree		Mostly Agree		Mostly Agree		Mostly Agree		Mostly Agree	
2. Staff are concerned about student academic success.												
Strongly Agree	27	48%	20	45%	29	37%	18	34%	31	36%	138	40%
Mostly Agree	26	46%	20	45%	36	46%	30	57%	44	51%	167	48%
Slightly Agree	1	2%	3	7%	9	12%	4	8%	7	8%	27	8%
Slightly Disagree	1	2%	1	2%	1	1%	1	2%	1	1%	7	2%
Mostly Disagree	1	2%	0	0%	2	3%	0	0%	4	5%	7	2%
Strongly Disagree	0	0%	0	0%	1	1%	0	0%	0	0%	1	0%
Typical (Median[2]) Response	Mostly Agree		Mostly Agree		Mostly Agree		Mostly Agree		Mostly Agree		Mostly Agree	
3. Hartnell College (HC) is committed to high standards of teaching.												
Strongly Agree	26	49%	14	31%	29	38%	13	25%	25	28%	116	34%
Mostly Agree	20	38%	26	58%	27	35%	30	57%	38	43%	153	44%
Slightly Agree	4	8%	5	11%	16	21%	8	15%	17	19%	55	16%
Slightly Disagree	1	2%	0	0%	2	3%	2	4%	1	1%	8	2%
Mostly Disagree	2	4%	0	0%	1	1%	0	0%	7	8%	10	3%
Strongly Disagree	0	0%	0	0%	2	3%	0	0%	0	0%	3	1%
Typical (Median[2]) Response	Mostly Agree		Mostly Agree		Mostly Agree		Mostly Agree		Mostly Agree		Mostly Agree	

Note: Percentages may not sum to 100% due to rounding.

[1] Question number references questionnaire.

[2] One-half of responses are below and one-half of responses are above.

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Table 11A. 1999 Accreditation Employee Survey Responses by How Long Worked at Hartnell College for Standard 1: Institutional Mission (continued)

Question [1]	Less than 1 Year		1-2 Years		3-5 Years		6-10 Years		More than 10 Years		Total Employees	
	N	%	N	%	N	%	N	%	N	%	N	%
4. Classified staff make an extra effort to assist students, faculty and other staff.												
Strongly Agree	20	43%	14	33%	25	33%	20	38%	42	48%	130	39%
Mostly Agree	23	50%	26	60%	38	51%	27	52%	33	38%	160	48%
Slightly Agree	2	4%	1	2%	7	9%	5	10%	9	10%	26	8%
Slightly Disagree	1	2%	2	5%	2	3%	0	0%	2	2%	9	3%
Mostly Disagree	0	0%	0	0%	2	3%	0	0%	1	1%	4	1%
Strongly Disagree	0	0%	0	0%	1	1%	0	0%	0	0%	1	0%
Typical (Median[2]) Response	Mostly Agree		Mostly Agree		Mostly Agree		Mostly Agree		Mostly Agree		Mostly Agree	
6. The programs and services of HC provide fair and ethical treatment of its entire population.												
Strongly Agree	20	47%	13	36%	17	23%	10	22%	24	29%	92	30%
Mostly Agree	18	42%	18	50%	43	58%	20	43%	34	41%	144	46%
Slightly Agree	4	9%	4	11%	9	12%	7	15%	11	13%	42	14%
Slightly Disagree	0	0%	1	3%	2	3%	4	9%	7	9%	16	5%
Mostly Disagree	0	0%	0	0%	1	1%	3	7%	4	5%	9	3%
Strongly Disagree	1	2%	0	0%	2	3%	2	4%	2	2%	8	3%
Typical (Median[2]) Response	Mostly Agree		Mostly Agree		Mostly Agree		Mostly Agree		Mostly Agree		Mostly Agree	
7. Employees promote the development of a diverse educational and cultural campus environment.												
Strongly Agree	24	45%	9	22%	24	32%	6	12%	27	31%	101	30%
Mostly Agree	23	43%	25	61%	34	45%	34	67%	30	35%	155	46%
Slightly Agree	6	11%	6	15%	10	13%	7	14%	19	22%	54	16%
Slightly Disagree	0	0%	1	2%	2	3%	3	6%	4	5%	13	4%
Mostly Disagree	0	0%	0	0%	3	4%	0	0%	3	3%	6	2%
Strongly Disagree	0	0%	0	0%	2	3%	1	2%	3	3%	6	2%
Typical (Median[2]) Response	Mostly Agree		Mostly Agree		Mostly Agree		Mostly Agree		Mostly Agree		Mostly Agree	

Note: Percentages may not sum to 100% due to rounding.

[1] Question number references questionnaire.

[2] One-half of responses are below and one-half of responses are above.

Table 11A. 1999 Accreditation Employee Survey Responses by How Long Worked at Hartnell College for Standard 1: Institutional Mission (continued)

Question [1]	Less than 1 Year		1-2 Years		3-5 Years		6-10 Years		More than 10 Years		Total Employees	
	N	%	N	%	N	%	N	%	N	%	N	%
8. My senate or representative council has sufficient opportunities to provide input into college decisions.												
Strongly Agree	6	23%	3	12%	13	25%	5	11%	10	14%	41	17%
Mostly Agree	11	42%	13	50%	17	33%	22	49%	22	31%	91	38%
Slightly Agree	6	23%	8	31%	12	23%	13	29%	18	26%	64	26%
Slightly Disagree	0	0%	2	8%	6	12%	3	7%	5	7%	21	9%
Mostly Disagree	1	4%	0	0%	1	2%	2	4%	7	10%	11	5%
Strongly Disagree	2	8%	0	0%	3	6%	0	0%	8	11%	14	6%
Typical (Median[2]) Response	Mostly Agree		Mostly Agree		Mostly Agree		Mostly Agree		Slightly Agree		Mostly Agree	
9. HC is a facilitator of change for its communities.												
Strongly Agree	19	39%	11	28%	13	20%	5	10%	20	24%	74	24%
Mostly Agree	21	43%	21	53%	23	36%	22	46%	29	34%	126	40%
Slightly Agree	5	10%	6	15%	22	34%	11	23%	19	22%	70	22%
Slightly Disagree	3	6%	0	0%	3	5%	7	15%	7	8%	23	7%
Mostly Disagree	0	0%	2	5%	2	3%	2	4%	6	7%	13	4%
Strongly Disagree	1	2%	0	0%	1	2%	1	2%	4	5%	7	2%
Typical (Median[2]) Response	Mostly Agree		Mostly Agree		Mostly Agree		Mostly Agree		Mostly Agree		Mostly Agree	
10. HC excels in the recruitment of students.												
Strongly Agree	9	24%	6	17%	9	14%	3	6%	9	11%	41	14%
Mostly Agree	18	47%	15	42%	24	37%	14	30%	23	29%	103	36%
Slightly Agree	9	24%	9	25%	20	31%	19	40%	20	25%	81	28%
Slightly Disagree	0	0%	4	11%	10	15%	5	11%	17	21%	40	14%
Mostly Disagree	1	3%	2	6%	1	2%	6	13%	6	8%	18	6%
Strongly Disagree	1	3%	0	0%	1	2%	0	0%	5	6%	7	2%
Typical (Median[2]) Response	Mostly Agree		Mostly Agree		Mostly Agree		Slightly Agree		Slightly Agree		Slightly Agree	

Note: Percentages may not sum to 100% due to rounding.

[1] Question number references questionnaire.

[2] One-half of responses are below and one-half of responses are above.

Table 11A. 1999 Accreditation Employee Survey Responses by How Long Worked at Hartnell College for Standard 1: Institutional Mission (continued)

Question [1]	Less than 1 Year		1-2 Years		3-5 Years		6-10 Years		More than 10 Years		Total Employees	
	N	%	N	%	N	%	N	%	N	%	N	%
11. It is important that there is proportional representation of gender and ethnicity between students and college personnel.												
Strongly Agree	25	45%	12	27%	37	49%	11	21%	26	29%	121	35%
Mostly Agree	12	22%	12	27%	12	16%	20	38%	28	31%	93	27%
Slightly Agree	10	18%	10	22%	18	24%	7	13%	18	20%	69	20%
Slightly Disagree	2	4%	4	9%	5	7%	6	12%	7	8%	26	7%
Mostly Disagree	3	5%	2	4%	3	4%	6	12%	4	4%	20	6%
Strongly Disagree	3	5%	5	11%	1	1%	2	4%	6	7%	18	5%
Typical (Median[2]) Response	Mostly Agree		Mostly Agree		Mostly Agree		Mostly Agree		Mostly Agree		Mostly Agree	
12. Programs and courses are offered in a manner that ensures students the opportunity to complete the entire program as announced in a reasonable amount of time.												
Strongly Agree	21	44%	12	29%	16	21%	7	13%	19	22%	83	25%
Mostly Agree	22	46%	22	54%	33	44%	26	48%	32	38%	146	44%
Slightly Agree	5	10%	3	7%	14	19%	17	31%	17	20%	61	18%
Slightly Disagree	0	0%	2	5%	6	8%	1	2%	7	8%	18	5%
Mostly Disagree	0	0%	1	2%	2	3%	2	4%	5	6%	11	3%
Strongly Disagree	0	0%	1	2%	4	5%	1	2%	5	6%	11	3%
Typical (Median[2]) Response	Mostly Agree		Mostly Agree		Mostly Agree		Mostly Agree		Mostly Agree		Mostly Agree	
13. HC excels in the retention of students.												
Strongly Agree	4	15%	4	14%	6	10%	3	6%	7	8%	25	9%
Mostly Agree	13	50%	10	34%	20	32%	17	34%	24	29%	94	34%
Slightly Agree	7	27%	9	31%	20	32%	19	38%	19	23%	81	29%
Slightly Disagree	2	8%	3	10%	12	19%	6	12%	19	23%	46	17%
Mostly Disagree	0	0%	2	7%	2	3%	2	4%	10	12%	17	6%
Strongly Disagree	0	0%	1	3%	3	5%	3	6%	4	5%	13	5%
Typical (Median[2]) Response	Mostly Agree		Slightly Agree		Slightly Agree		Slightly Agree		Slightly Agree		Slightly Agree	

Note: Percentages may not sum to 100% due to rounding.

[1] Question number references questionnaire.

[2] One-half of responses are below and one-half of responses are above.

Table 11A. 1999 Accreditation Employee Survey Responses by How Long Worked at Hartnell College for Standard 1: Institutional Mission (continued)

Question [1]	Less than 1 Year		1-2 Years		3-5 Years		6-10 Years		More than 10 Years		Total Employees	
	N	%	N	%	N	%	N	%	N	%	N	%
14. HC excels in the placement of students.												
Strongly Agree	4	17%	4	14%	6	12%	3	7%	9	11%	27	11%
Mostly Agree	8	33%	9	31%	20	40%	12	27%	25	31%	82	33%
Slightly Agree	9	38%	9	31%	12	24%	13	30%	13	16%	66	26%
Slightly Disagree	2	8%	4	14%	3	6%	7	16%	16	20%	34	13%
Mostly Disagree	1	4%	3	10%	6	12%	8	18%	11	14%	32	13%
Strongly Disagree	0	0%	0	0%	3	6%	1	2%	6	8%	11	4%
Typical (Median[2]) Response	Mostly Agree		Slightly Agree		Mostly Agree		Slightly Agree		Slightly Agree		Slightly Agree	
15. HC faculty present material fairly and objectively, while distinguishing between fact and opinion.												
Strongly Agree	8	24%	6	18%	13	21%	7	15%	13	18%	51	19%
Mostly Agree	17	52%	19	58%	30	49%	27	59%	42	57%	145	54%
Slightly Agree	4	12%	4	12%	13	21%	6	13%	13	18%	45	17%
Slightly Disagree	2	6%	4	12%	2	3%	4	9%	2	3%	15	6%
Mostly Disagree	1	3%	0	0%	0	0%	1	2%	1	1%	4	1%
Strongly Disagree	1	3%	0	0%	3	5%	1	2%	3	4%	9	3%
Typical (Median[2]) Response	Mostly Agree		Mostly Agree		Mostly Agree		Mostly Agree		Mostly Agree		Mostly Agree	
28. I have had sufficient opportunity to participate in the planning process at Hartnell College.												
Strongly Agree	5	15%	10	27%	14	20%	7	14%	15	18%	56	19%
Mostly Agree	10	30%	7	19%	22	31%	13	25%	29	34%	87	29%
Slightly Agree	5	15%	7	19%	16	23%	14	27%	17	20%	65	22%
Slightly Disagree	5	15%	2	5%	5	7%	4	8%	11	13%	29	10%
Mostly Disagree	2	6%	5	14%	6	9%	7	14%	7	8%	29	10%
Strongly Disagree	6	18%	6	16%	7	10%	6	12%	6	7%	34	11%
Typical (Median[2]) Response	Slightly Agree		Slightly Agree		Mostly Agree		Slightly Agree		Mostly Agree		Slightly Agree	

Note: Percentages may not sum to 100% due to rounding.

[1] Question number references questionnaire.

[2] One-half of responses are below and one-half of responses are above.

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Table 11A. 1999 Accreditation Employee Survey Responses by How Long Worked at Hartnell College for Standard 1: Institutional Mission (continued)

Question [1]	Less than 1 Year		1-2 Years		3-5 Years		6-10 Years		More than 10 Years		Total Employees	
	N	%	N	%	N	%	N	%	N	%	N	%
30. College-wide and unit planning are linked to resource allocation.												
Strongly Agree	4	18%	2	11%	8	16%	1	3%	7	10%	24	12%
Mostly Agree	10	45%	12	63%	20	41%	13	39%	17	25%	78	38%
Slightly Agree	7	32%	3	16%	12	24%	6	18%	17	25%	48	23%
Slightly Disagree	1	5%	1	5%	7	14%	6	18%	10	15%	27	13%
Mostly Disagree	0	0%	1	5%	1	2%	4	12%	7	10%	14	7%
Strongly Disagree	0	0%	0	0%	1	2%	3	9%	9	13%	15	7%
Typical (Median[2]) Response	Mostly Agree		Mostly Agree		Mostly Agree		Slightly Agree		Slightly Agree		Slightly Agree	
44. The college has clearly defined processes for reviewing all of its educational programs.												
Strongly Agree	7	28%	8	33%	11	20%	2	5%	9	12%	39	16%
Mostly Agree	9	36%	8	33%	20	37%	16	38%	29	38%	88	37%
Slightly Agree	8	32%	3	13%	14	26%	12	29%	19	25%	63	26%
Slightly Disagree	0	0%	3	13%	5	9%	9	21%	6	8%	26	11%
Mostly Disagree	1	4%	2	8%	3	6%	3	7%	8	11%	17	7%
Strongly Disagree	0	0%	0	0%	1	2%	0	0%	5	7%	7	3%
Typical (Median[2]) Response	Mostly Agree		Mostly Agree		Mostly Agree		Slightly Agree		Mostly Agree		Mostly Agree	
86. The college budget reflects college priorities and planning goals.												
Strongly Agree	8	26%	7	30%	10	19%	2	5%	8	10%	37	15%
Mostly Agree	12	39%	8	35%	15	28%	6	15%	15	19%	63	26%
Slightly Agree	10	32%	4	17%	12	23%	11	28%	23	29%	66	27%
Slightly Disagree	0	0%	4	17%	7	13%	9	23%	17	22%	40	16%
Mostly Disagree	1	3%	0	0%	3	6%	2	5%	6	8%	14	6%
Strongly Disagree	0	0%	0	0%	6	11%	9	23%	9	12%	26	11%
Typical (Median[2]) Response	Mostly Agree		Mostly Agree		Slightly Agree		Slightly Disagree		Slightly Agree		Slightly Agree	

Note: Percentages may not sum to 100% due to rounding.

[1] Question number references questionnaire.

[2] One-half of responses are below and one-half of responses are above.

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Table 11A. 1999 Accreditation Employee Survey Responses by How Long Worked at Hartnell College for Standard 1: Institutional Mission (continued)

Question [1]	Less than 1 Year		1-2 Years		3-5 Years		6-10 Years		More than 10 Years		Total Employees	
	N	%	N	%	N	%	N	%	N	%	N	%
91. College guidelines and processes for financial planning and budget development are clearly defined and followed.												
Strongly Agree	7	28%	3	20%	6	14%	1	3%	5	7%	23	11%
Mostly Agree	5	20%	5	33%	17	40%	7	22%	16	23%	59	29%
Slightly Agree	8	32%	4	27%	9	21%	9	28%	15	22%	48	24%
Slightly Disagree	4	16%	1	7%	3	7%	4	13%	13	19%	26	13%
Mostly Disagree	1	4%	1	7%	6	14%	5	16%	9	13%	24	12%
Strongly Disagree	0	0%	1	7%	2	5%	6	19%	11	16%	24	12%
Typical (Median[2]) Response	Slightly Agree		Mostly Agree		Mostly Agree		Slightly Agree		Slightly Agree		Slightly Agree	

Note: Percentages may not sum to 100% due to rounding.

[1] Question number references questionnaire.

[2] One-half of responses are below and one-half of responses are above.

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Table 11B. 1999 Accreditation Employee Survey Responses by How Long Worked at Hartnell College for Standard 2: Institutional Integrity

Question [1]	Less than 1 Year		1-2 Years		3-5 Years		6-10 Years		More than 10 Years		Total Employees	
	N	%	N	%	N	%	N	%	N	%	N	%
Total Respondents	58	100%	46	100%	79	100%	54	100%	90	100%	358	100%
1. I am personally treated with respect at this college.												
Strongly Agree	26	51%	26	57%	24	30%	13	25%	30	34%	129	37%
Mostly Agree	22	43%	18	39%	41	52%	27	51%	30	34%	151	44%
Slightly Agree	1	2%	1	2%	5	6%	6	11%	11	13%	28	8%
Slightly Disagree	1	2%	0	0%	5	6%	1	2%	4	5%	12	3%
Mostly Disagree	0	0%	1	2%	0	0%	2	4%	8	9%	12	3%
Strongly Disagree	1	2%	0	0%	4	5%	4	8%	5	6%	15	4%
Typical (Median[2]) Response	Strongly Agree		Strongly Agree		Mostly Agree		Mostly Agree		Mostly Agree		Mostly Agree	
5. HC demonstrates honesty and integrity in its athletic program.												
Strongly Agree	10	43%	5	33%	10	30%	10	40%	13	25%	53	32%
Mostly Agree	9	39%	7	47%	19	58%	11	44%	29	55%	82	49%
Slightly Agree	4	17%	3	20%	3	9%	1	4%	8	15%	25	15%
Slightly Disagree	0	0%	0	0%	0	0%	1	4%	1	2%	2	1%
Mostly Disagree	0	0%	0	0%	0	0%	2	8%	0	0%	3	2%
Strongly Disagree	0	0%	0	0%	1	3%	0	0%	2	4%	3	2%
Typical (Median[2]) Response	Mostly Agree		Mostly Agree		Mostly Agree		Mostly Agree		Mostly Agree		Mostly Agree	
15. HC faculty present material fairly and objectively while distinguishing between fact and opinion.												
Strongly Agree	8	24%	6	18%	13	21%	7	15%	13	18%	51	19%
Mostly Agree	17	52%	19	58%	30	49%	27	59%	42	57%	145	54%
Slightly Agree	4	12%	4	12%	13	21%	6	13%	13	18%	45	17%
Slightly Disagree	2	6%	4	12%	2	3%	4	9%	2	3%	15	6%
Mostly Disagree	1	3%	0	0%	0	0%	1	2%	1	1%	4	1%
Strongly Disagree	1	3%	0	0%	3	5%	1	2%	3	4%	9	3%
Typical (Median[2]) Response	Mostly Agree		Mostly Agree		Mostly Agree		Mostly Agree		Mostly Agree		Mostly Agree	

Note: Percentages may not sum to 100% due to rounding.

[1] Question number references questionnaire.

[2] One-half of responses are below and one-half of responses are above.

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Table 11B. 1999 Accreditation Employee Survey Responses by How Long Worked at Hartnell College for Standard 2: Institutional Integrity (continued)

Question [1]	Less than 1 Year		1-2 Years		3-5 Years		6-10 Years		More than 10 Years		Total Employees	
	N	%	N	%	N	%	N	%	N	%	N	%
16. A typical "A" grade given at HC represents excellent student achievement.												
Strongly Agree	16	42%	12	30%	20	28%	10	20%	17	20%	83	27%
Mostly Agree	15	39%	18	45%	34	48%	24	48%	48	56%	150	48%
Slightly Agree	4	11%	7	18%	8	11%	6	12%	9	11%	39	13%
Slightly Disagree	1	3%	3	8%	4	6%	6	12%	3	4%	18	6%
Mostly Disagree	1	3%	0	0%	1	1%	4	8%	5	6%	13	4%
Strongly Disagree	1	3%	0	0%	4	6%	0	0%	3	4%	8	3%
Typical (Median[2]) Response	Mostly Agree		Mostly Agree		Mostly Agree		Mostly Agree		Mostly Agree		Mostly Agree	
17. Classified staff are treated respectfully by administrators.												
Strongly Agree	14	32%	10	29%	20	29%	6	14%	12	16%	66	23%
Mostly Agree	20	45%	18	53%	34	50%	19	44%	30	41%	131	46%
Slightly Agree	6	14%	5	15%	9	13%	9	21%	16	22%	48	17%
Slightly Disagree	1	2%	1	3%	1	1%	6	14%	7	10%	18	6%
Mostly Disagree	2	5%	0	0%	1	1%	0	0%	4	5%	8	3%
Strongly Disagree	1	2%	0	0%	3	4%	3	7%	4	5%	12	4%
Typical (Median[2]) Response	Mostly Agree		Mostly Agree		Mostly Agree		Mostly Agree		Mostly Agree		Mostly Agree	
18. Classified staff are treated respectfully by faculty.												
Strongly Agree	14	30%	11	28%	24	33%	9	18%	17	20%	83	26%
Mostly Agree	20	43%	19	49%	32	44%	25	51%	42	49%	148	47%
Slightly Agree	7	15%	2	5%	11	15%	8	16%	19	22%	50	16%
Slightly Disagree	1	2%	7	18%	2	3%	5	10%	3	4%	21	7%
Mostly Disagree	2	4%	0	0%	1	1%	2	4%	1	1%	6	2%
Strongly Disagree	2	4%	0	0%	2	3%	0	0%	3	4%	7	2%
Typical (Median[2]) Response	Mostly Agree		Mostly Agree		Mostly Agree		Mostly Agree		Mostly Agree		Mostly Agree	

Note: Percentages may not sum to 100% due to rounding.

[1] Question number references questionnaire.

[2] One-half of responses are below and one-half of responses are above.

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Table 11B. 1999 Accreditation Employee Survey Responses by How Long Worked at Hartnell College for Standard 2: Institutional Integrity (continued)

Question [1]	Less than 1 Year		1-2 Years		3-5 Years		6-10 Years		More than 10 Years		Total Employees	
	N	%	N	%	N	%	N	%	N	%	N	%
20. HC's administration handles grievances fairly.												
Strongly Agree	9	45%	5	25%	6	12%	2	6%	9	13%	33	15%
Mostly Agree	7	35%	9	45%	20	41%	7	20%	15	22%	65	30%
Slightly Agree	3	15%	3	15%	10	20%	12	34%	19	28%	53	24%
Slightly Disagree	0	0%	2	10%	5	10%	5	14%	10	14%	26	12%
Mostly Disagree	0	0%	1	5%	3	6%	6	17%	6	9%	17	8%
Strongly Disagree	1	5%	0	0%	5	10%	3	9%	10	14%	23	11%
Typical (Median[2]) Response	Mostly Agree		Mostly Agree		Mostly Agree		Slightly Agree		Slightly Agree		Slightly Agree	
21. Written policies ensuring fairness are adhered to in employment procedures.												
Strongly Agree	14	38%	9	32%	17	28%	4	10%	10	13%	59	22%
Mostly Agree	20	54%	17	61%	26	43%	10	26%	26	34%	106	40%
Slightly Agree	0	0%	0	0%	6	10%	11	28%	17	22%	40	15%
Slightly Disagree	1	3%	1	4%	3	5%	5	13%	10	13%	23	9%
Mostly Disagree	0	0%	1	4%	1	2%	7	18%	4	5%	15	6%
Strongly Disagree	2	5%	0	0%	7	12%	2	5%	9	12%	22	8%
Typical (Median[2]) Response	Mostly Agree		Mostly Agree		Mostly Agree		Slightly Agree		Slightly Agree		Mostly Agree	
25. At HC, there is a positive environment in which faculty are treated with respect.												
Strongly Agree	21	43%	12	27%	20	26%	6	12%	20	23%	85	25%
Mostly Agree	20	41%	17	38%	27	35%	14	28%	18	21%	103	31%
Slightly Agree	5	10%	7	16%	16	21%	9	18%	12	14%	58	17%
Slightly Disagree	2	4%	4	9%	7	9%	6	12%	6	7%	27	8%
Mostly Disagree	0	0%	2	4%	3	4%	7	14%	13	15%	26	8%
Strongly Disagree	1	2%	3	7%	4	5%	8	16%	17	20%	37	11%
Typical (Median[2]) Response	Mostly Agree		Mostly Agree		Mostly Agree		Slightly Agree		Slightly Agree		Mostly Agree	

Note: Percentages may not sum to 100% due to rounding.

[1] Question number references questionnaire.

[2] One-half of responses are below and one-half of responses are above.

Table 11B. 1999 Accreditation Employee Survey Responses by How Long Worked at Hartnell College for Standard 2: Institutional Integrity (continued)

Question [1]	Less than 1 Year		1-2 Years		3-5 Years		6-10 Years		More than 10 Years		Total Employees	
	N	%	N	%	N	%	N	%	N	%	N	%
26. The integrity of the teaching process is protected at HC.												
Strongly Agree	22	51%	12	28%	24	34%	6	13%	24	28%	96	30%
Mostly Agree	17	40%	22	51%	28	40%	20	42%	26	30%	121	38%
Slightly Agree	1	2%	7	16%	11	16%	11	23%	15	17%	51	16%
Slightly Disagree	2	5%	0	0%	5	7%	8	17%	13	15%	30	9%
Mostly Disagree	1	2%	1	2%	1	1%	1	2%	5	6%	13	4%
Strongly Disagree	0	0%	1	2%	1	1%	2	4%	3	3%	8	3%
Typical (Median[2]) Response	Strongly Agree		Mostly Agree		Mostly Agree		Mostly Agree		Mostly Agree		Mostly Agree	
27. The college is committed to high standards of teaching.												
Strongly Agree	23	47%	11	24%	21	27%	9	18%	25	29%	100	30%
Mostly Agree	19	39%	20	44%	33	43%	18	35%	26	30%	124	37%
Slightly Agree	2	4%	9	20%	11	14%	16	31%	20	23%	62	18%
Slightly Disagree	4	8%	1	2%	7	9%	6	12%	5	6%	24	7%
Mostly Disagree	0	0%	4	9%	3	4%	1	2%	6	7%	18	5%
Strongly Disagree	1	2%	0	0%	2	3%	1	2%	4	5%	9	3%
Typical (Median[2]) Response	Mostly Agree		Mostly Agree		Mostly Agree		Mostly Agree		Mostly Agree		Mostly Agree	
29. Information in Hartnell College publications is accurate.												
Strongly Agree	10	22%	11	28%	20	29%	2	5%	13	16%	65	21%
Mostly Agree	26	58%	20	51%	28	40%	22	50%	36	44%	139	46%
Slightly Agree	7	16%	3	8%	13	19%	12	27%	17	21%	56	18%
Slightly Disagree	1	2%	3	8%	6	9%	5	11%	7	9%	26	9%
Mostly Disagree	1	2%	1	3%	1	1%	1	2%	6	7%	11	4%
Strongly Disagree	0	0%	1	3%	2	3%	2	5%	2	2%	8	3%
Typical (Median[2]) Response	Mostly Agree		Mostly Agree		Mostly Agree		Mostly Agree		Mostly Agree		Mostly Agree	

Note: Percentages may not sum to 100% due to rounding.

[1] Question number references questionnaire.

[2] One-half of responses are below and one-half of responses are above.

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Table 11C. 1999 Accreditation Employee Survey Responses by How Long Worked at Hartnell College for Standard 3: Institutional Effectiveness

Question [1]	Less than 1 Year		1-2 Years		3-5 Years		6-10 Years		More than 10 Years		Total Employees	
	N	%	N	%	N	%	N	%	N	%	N	%
Total Respondents	0	100%	58	100%	79	100%	54	100%	90	100%	358	100%
19. Hartnell College adequately publicizes the planning process.												
Strongly Agree	13	31%	9	24%	17	24%	7	16%	15	19%	67	22%
Mostly Agree	11	26%	19	50%	25	35%	15	34%	26	33%	108	36%
Slightly Agree	12	29%	6	16%	22	31%	10	23%	21	26%	78	26%
Slightly Disagree	4	10%	1	3%	5	7%	8	18%	8	10%	26	9%
Mostly Disagree	2	5%	2	5%	1	1%	1	2%	2	3%	10	3%
Strongly Disagree	0	0%	1	3%	1	1%	3	7%	8	10%	14	5%
Typical (Median[2]) Response	Mostly Agree		Mostly Agree		Mostly Agree		Mostly Agree		Mostly Agree		Mostly Agree	
22. HC provides sufficient resources to conduct effective institutional research and program evaluation studies.												
Strongly Agree	6	20%	7	24%	15	25%	5	13%	9	12%	49	19%
Mostly Agree	13	43%	10	34%	23	38%	9	23%	26	35%	87	34%
Slightly Agree	8	27%	9	31%	10	17%	16	40%	16	22%	67	26%
Slightly Disagree	2	7%	2	7%	6	10%	6	15%	10	14%	29	11%
Mostly Disagree	1	3%	1	3%	5	8%	2	5%	5	7%	14	5%
Strongly Disagree	0	0%	0	0%	1	2%	2	5%	8	11%	11	4%
Typical (Median[2]) Response	Mostly Agree		Mostly Agree		Mostly Agree		Slightly Agree		Slightly Agree		Mostly Agree	
23. Evaluation results from Program and Services Review are used to improve instructional programs and support services.												
Strongly Agree	7	29%	7	33%	7	15%	2	5%	8	11%	34	15%
Mostly Agree	11	46%	6	29%	17	37%	10	25%	23	32%	76	33%
Slightly Agree	4	17%	4	19%	13	28%	18	45%	14	19%	59	26%
Slightly Disagree	1	4%	3	14%	4	9%	4	10%	12	17%	28	12%
Mostly Disagree	0	0%	1	5%	3	7%	5	13%	5	7%	15	7%
Strongly Disagree	1	4%	0	0%	2	4%	1	3%	10	14%	16	7%
Typical (Median[2]) Response	Mostly Agree		Mostly Agree		Mostly Agree		Slightly Agree		Slightly Agree		Slightly Agree	

Note: Percentages may not sum to 100% due to rounding.

[1] Question number references questionnaire.

[2] One-half of responses are below and one-half of responses are above.

Table 11C. 1999 Accreditation Employee Survey Responses by How Long Worked at Hartnell College for Standard 3: Institutional Effectiveness (continued)

Question [1]	Less than 1 Year		1-2 Years		3-5 Years		6-10 Years		More than 10 Years		Total Employees	
	N	%	N	%	N	%	N	%	N	%	N	%
24. HC effectively evaluates how well it accomplishes its mission and purposes.												
Strongly Agree	9	26%	8	27%	7	12%	2	5%	8	10%	40	15%
Mostly Agree	17	49%	11	37%	23	40%	11	25%	20	25%	87	32%
Slightly Agree	7	20%	7	23%	15	26%	17	39%	22	28%	75	28%
Slightly Disagree	2	6%	2	7%	8	14%	8	18%	9	11%	31	11%
Mostly Disagree	0	0%	1	3%	4	7%	3	7%	11	14%	23	8%
Strongly Disagree	0	0%	1	3%	0	0%	3	7%	9	11%	15	6%
Typical (Median[2]) Response	Mostly Agree		Mostly Agree		Mostly Agree		Slightly Agree		Slightly Agree		Slightly Agree	
28. I have had sufficient opportunity to participate in the planning process at HC.												
Strongly Agree	5	15%	10	27%	14	20%	7	14%	15	18%	56	19%
Mostly Agree	10	30%	7	19%	22	31%	13	25%	29	34%	87	29%
Slightly Agree	5	15%	7	19%	16	23%	14	27%	17	20%	65	22%
Slightly Disagree	5	15%	2	5%	5	7%	4	8%	11	13%	29	10%
Mostly Disagree	2	[illegible]	5	14%	6	9%	7	14%	7	8%	29	10%
Strongly Disagree	6	18%	6	16%	7	10%	6	12%	6	7%	34	11%
Typical (Median[2]) Response	Slightly Agree		Slightly Agree		Mostly Agree		Slightly Agree		Mostly Agree		Slightly Agree	
30. College-wide and unit planning are linked to resource allocation.												
Strongly Agree	4	18%	2	11%	8	16%	1	3%	7	10%	24	12%
Mostly Agree	10	45%	12	63%	20	41%	13	39%	17	25%	78	38%
Slightly Agree	7	32%	3	16%	12	24%	6	18%	17	25%	48	23%
Slightly Disagree	1	5%	1	5%	7	14%	6	18%	10	15%	27	13%
Mostly Disagree	0	0%	1	5%	1	2%	4	12%	7	10%	14	7%
Strongly Disagree	0	0%	0	0%	1	2%	3	9%	9	13%	15	7%
Typical (Median[2]) Response	Mostly Agree		Mostly Agree		Mostly Agree		Slightly Agree		Slightly Agree		Slightly Agree	

Note: Percentages may not sum to 100% due to rounding.

[1] Question number references questionnaire.

[2] One-half of responses are below and one-half of responses are above.

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Table 11D. 1999 Accreditation Employee Survey Responses by How Long Worked at Hartnell College for Standard 4: Educational Programs

Question [1]	Less than 1 Year		1-2 Years		3-5 Years		6-10 Years		More than 10 Years		Total Employees	
	N	%	N	%	N	%	N	%	N	%	N	%
Total Respondents	0	100%	58	100%	79	100%	54	100%	90	100%	358	100%
12. Programs and courses are offered in a manner that ensures students the opportunity to complete the entire program as announced in a reasonable amount of time.												
Strongly Agree	21	44%	12	29%	16	21%	7	13%	19	22%	83	25%
Mostly Agree	22	46%	22	54%	33	44%	26	48%	32	38%	146	44%
Slightly Agree	5	10%	3	7%	14	19%	17	31%	17	20%	61	18%
Slightly Disagree	0	0%	2	5%	6	8%	1	2%	7	8%	18	5%
Mostly Disagree	0	0%	1	2%	2	3%	2	4%	5	6%	11	3%
Strongly Disagree	0	0%	1	2%	4	5%	1	2%	5	6%	11	3%
Typical (Median[2]) Response	Mostly Agree		Mostly Agree		Mostly Agree		Mostly Agree		Mostly Agree		Mostly Agree	
29. Information in HC publications is accurate.												
Strongly Agree	10	22%	11	28%	20	29%	2	5%	13	16%	65	21%
Mostly Agree	26	58%	20	51%	28	40%	22	50%	36	44%	139	46%
Slightly Agree	7	16%	3	8%	13	19%	12	27%	17	21%	56	18%
Slightly Disagree	1	2%	3	8%	6	9%	5	11%	7	9%	26	9%
Mostly Disagree	1	2%	1	3%	1	1%	1	2%	6	7%	11	4%
Strongly Disagree	0	0%	1	3%	2	3%	2	5%	2	2%	8	3%
Typical (Median[2]) Response	Mostly Agree		Mostly Agree		Mostly Agree		Mostly Agree		Mostly Agree		Mostly Agree	
31. The college meets the varied educational needs of its students.												
Strongly Agree	15	31%	5	11%	12	17%	5	10%	8	10%	49	15%
Mostly Agree	21	44%	25	56%	35	49%	18	35%	46	55%	160	49%
Slightly Agree	9	19%	11	24%	17	24%	21	40%	18	21%	78	24%
Slightly Disagree	2	4%	1	2%	5	7%	5	10%	5	6%	23	7%
Mostly Disagree	0	0%	2	4%	2	3%	2	4%	5	6%	11	3%
Strongly Disagree	1	2%	1	2%	1	1%	1	2%	2	2%	7	2%
Typical (Median[2]) Response	Mostly Agree		Mostly Agree		Mostly Agree		Slightly Agree		Mostly Agree		Mostly Agree	

Note: Percentages may not sum to 100% due to rounding.

[1] Question number references questionnaire.

[2] One-half of responses are below and one-half of responses are above.

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Table 11D. 1999 Accreditation Employee Survey Responses by How Long Worked at Hartnell College for Standard 4: Educational Programs (continued)

Question [1]	Less than 1 Year		1-2 Years		3-5 Years		6-10 Years		More than 10 Years		Total Employees	
	N	%	N	%	N	%	N	%	N	%	N	%
32. The general education program is based on a clear philosophy and rationale.												
Strongly Agree	16	36%	12	32%	17	25%	2	4%	14	18%	64	21%
Mostly Agree	18	40%	16	43%	29	43%	22	49%	34	43%	131	44%
Slightly Agree	9	20%	7	19%	14	21%	16	36%	15	19%	67	22%
Slightly Disagree	1	2%	1	3%	4	6%	4	9%	8	10%	21	7%
Mostly Disagree	0	0%	1	3%	2	3%	1	2%	4	5%	9	3%
Strongly Disagree	1	2%	0	0%	2	3%	0	0%	5	6%	9	3%
Typical (Median[2]) Response	Mostly Agree		Mostly Agree		Mostly Agree		Mostly Agree		Mostly Agree		Mostly Agree	
35. The college's processes of curriculum and program development ensure high quality instructional programs.												
Strongly Agree	15	34%	8	22%	14	20%	8	17%	15	18%	65	21%
Mostly Agree	17	39%	15	42%	34	48%	19	40%	33	39%	130	42%
Slightly Agree	10	23%	8	22%	11	15%	11	23%	19	23%	64	21%
Slightly Disagree	1	2%	4	11%	8	11%	5	10%	9	11%	29	9%
Mostly Disagree	1	2%	1	3%	1	1%	3	6%	4	5%	13	4%
Strongly Disagree	0	0%	0	0%	3	4%	2	4%	4	5%	10	3%
Typical (Median[2]) Response	Mostly Agree		Mostly Agree		Mostly Agree		Mostly Agree		Mostly Agree		Mostly Agree	
36. The college uses a range of delivery systems and modes of instruction compatible with student needs.												
Strongly Agree	15	33%	11	26%	15	22%	5	10%	15	18%	65	21%
Mostly Agree	19	42%	21	50%	31	46%	18	38%	42	51%	144	46%
Slightly Agree	9	20%	6	14%	16	24%	17	35%	16	20%	69	22%
Slightly Disagree	2	4%	3	7%	4	6%	7	15%	3	4%	22	7%
Mostly Disagree	0	0%	0	0%	1	1%	1	2%	4	5%	7	2%
Strongly Disagree	0	0%	1	2%	1	1%	0	0%	2	2%	4	1%
Typical (Median[2]) Response	Mostly Agree		Mostly Agree		Mostly Agree		Slightly Agree		Mostly Agree		Mostly Agree	

Note: Percentages may not sum to 100% due to rounding.

[1] Question number references questionnaire.

[2] One-half of responses are below and one-half of responses are above.

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Table 11D. 1999 Accreditation Employee Survey Responses by How Long Worked at Hartnell College for Standard 4: Educational Programs (continued)

Question [1]	Less than 1 Year		1-2 Years		3-5 Years		6-10 Years		More than 10 Years		Total Employees	
	N	%	N	%	N	%	N	%	N	%	N	%
38. The institution identifies expected learning outcomes for its degree and certificate programs.												
Strongly Agree	13	30%	9	25%	13	22%	4	10%	16	21%	58	21%
Mostly Agree	24	56%	21	58%	29	49%	20	49%	26	34%	127	46%
Slightly Agree	6	14%	5	14%	10	17%	10	24%	20	26%	58	21%
Slightly Disagree	0	0%	1	3%	4	7%	3	7%	5	6%	17	6%
Mostly Disagree	0	0%	0	0%	2	3%	2	5%	3	4%	8	3%
Strongly Disagree	0	0%	0	0%	1	2%	2	5%	7	9%	11	4%
Typical (Median[2]) Response	Mostly Agree		Mostly Agree		Mostly Agree		Mostly Agree		Mostly Agree		Mostly Agree	
44. The college has clearly defined processes for reviewing all of its educational programs.												
Strongly Agree	7	28%	8	33%	11	20%	2	5%	9	12%	39	16%
Mostly Agree	9	36%	8	33%	20	37%	16	38%	29	38%	88	37%
Slightly Agree	8	32%	3	13%	14	26%	12	29%	19	25%	63	26%
Slightly Disagree	0	0%	3	13%	5	9%	9	21%	6	8%	26	11%
Mostly Disagree	1	4%	2	8%	3	6%	3	7%	8	11%	17	7%
Strongly Disagree	0	0%	0	0%	1	2%	0	0%	5	7%	7	3%
Typical (Median[2]) Response	Mostly Agree		Mostly Agree		Mostly Agree		Slightly Agree		Mostly Agree		Mostly Agree	

Note: Percentages may not sum to 100% due to rounding.

[1] Question number references questionnaire.

[2] One-half of responses are below and one-half of responses are above.

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Table 11E. 1999 Accreditation Employee Survey Responses by How Long Worked at Hartnell College for Standard 5: Student Support and Development

Question [1]	Less than 1 Year		1-2 Years		3-5 Years		6-10 Years		More than 10 Years		Total Employees	
	N	%	N	%	N	%	N	%	N	%	N	%
Total Respondents	0	100%	58	100%	79	100%	54	100%	90	100%	358	100%
28. I have had sufficient opportunity to participate in the planning process at HC.												
Strongly Agree	5	15%	10	27%	14	20%	7	14%	15	18%	56	19%
Mostly Agree	10	30%	7	19%	22	31%	13	25%	29	34%	87	29%
Slightly Agree	5	15%	7	19%	16	23%	14	27%	17	20%	65	22%
Slightly Disagree	5	15%	2	5%	5	7%	4	8%	11	13%	29	10%
Mostly Disagree	2	6%	5	14%	6	9%	7	14%	7	8%	29	10%
Strongly Disagree	6	18%	6	16%	7	10%	6	12%	6	7%	34	11%
Typical (Median[2]) Response	Slightly Agree		Slightly Agree		Mostly Agree		Slightly Agree		Mostly Agree		Slightly Agree	
33. I am aware of HC's articulation agreements with the local high schools.												
Strongly Agree	7	20%	4	14%	9	18%	3	8%	10	13%	36	14%
Mostly Agree	9	26%	5	18%	21	43%	15	39%	27	35%	87	35%
Slightly Agree	9	26%	8	29%	7	14%	9	24%	23	30%	60	24%
Slightly Disagree	4	11%	5	18%	3	6%	3	8%	6	8%	23	9%
Mostly Disagree	5	14%	1	4%	3	6%	4	11%	9	12%	25	10%
Strongly Disagree	1	3%	5	18%	6	12%	4	11%	2	3%	19	8%
Typical (Median[2]) Response	Slightly Agree		Slightly Agree		Mostly Agree		Slightly Agree		Slightly Agree		Slightly Agree	
34. Gender and ethnic diversity among students is valued at HC.												
Strongly Agree	26	50%	16	36%	35	46%	9	17%	27	31%	121	35%
Mostly Agree	23	44%	25	56%	28	37%	28	54%	38	43%	157	46%
Slightly Agree	3	6%	1	2%	8	11%	7	13%	15	17%	38	11%
Slightly Disagree	0	0%	3	7%	4	5%	4	8%	4	5%	17	5%
Mostly Disagree	0	0%	0	0%	0	0%	2	4%	2	2%	4	1%
Strongly Disagree	0	0%	0	0%	1	1%	2	4%	2	2%	5	1%
Typical (Median[2]) Response	Strongly Agree		Mostly Agree		Mostly Agree		Mostly Agree		Mostly Agree		Mostly Agree	

Note: Percentages may not sum to 100% due to rounding.

[1] Question number references questionnaire.

[2] One-half of responses are below and one-half of responses are above.

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Table 11E. 1999 Accreditation Employee Survey Responses by How Long Worked at Hartnell College for Standard 5: Student Support and Development (continued)

Question [1]	Less than 1 Year		1-2 Years		3-5 Years		6-10 Years		More than 10 Years		Total Employees	
	N	%	N	%	N	%	N	%	N	%	N	%
39. Students from gender and ethnic diverse backgrounds are treated with respect at HC.												
Strongly Agree	24	47%	15	35%	26	34%	9	18%	30	34%	116	35%
Mostly Agree	22	43%	21	49%	37	49%	27	55%	40	46%	158	47%
Slightly Agree	5	10%	7	16%	9	12%	5	10%	8	9%	38	11%
Slightly Disagree	0	0%	0	0%	0	0%	5	10%	7	8%	13	4%
Mostly Disagree	0	0%	0	0%	1	1%	2	4%	0	0%	3	1%
Strongly Disagree	0	0%	0	0%	3	4%	1	2%	2	2%	6	2%
Typical (Median[2]) Response	Mostly Agree		Mostly Agree		Mostly Agree		Mostly Agree		Mostly Agree		Mostly Agree	
40. The needs of the students are considered when decisions are made to add or delete programs or courses at HC.												
Strongly Agree	10	27%	10	29%	13	20%	2	4%	13	16%	50	17%
Mostly Agree	19	51%	13	38%	21	32%	16	33%	30	37%	115	39%
Slightly Agree	4	11%	6	18%	15	23%	12	25%	16	20%	55	19%
Slightly Disagree	2	5%	4	12%	5	8%	10	21%	6	7%	32	11%
Mostly Disagree	1	3%	1	3%	7	11%	3	6%	8	10%	22	7%
Strongly Disagree	1	3%	0	0%	5	8%	5	10%	9	11%	20	7%
Typical (Median[2]) Response	Mostly Agree		Mostly Agree		Mostly Agree		Slightly Agree		Mostly Agree		Mostly Agree	
41. HC's off-campus programs are adequate to address the needs of students who would otherwise have difficulty attending on-campus classes.												
Strongly Agree	8	23%	5	17%	12	21%	4	11%	11	15%	43	17%
Mostly Agree	16	46%	14	47%	16	29%	5	14%	23	31%	85	34%
Slightly Agree	5	14%	4	13%	17	30%	11	31%	15	20%	54	21%
Slightly Disagree	4	11%	5	17%	8	14%	5	14%	12	16%	36	14%
Mostly Disagree	1	3%	2	7%	3	5%	7	20%	7	9%	23	9%
Strongly Disagree	1	3%	0	0%	0	0%	3	9%	6	8%	11	4%
Typical (Median[2]) Response	Mostly Agree		Mostly Agree		Mostly Agree		Slightly Agree		Slightly Agree		Mostly Agree	

Note: Percentages may not sum to 100% due to rounding.

[1] Question number references questionnaire.

[2] One-half of responses are below and one-half of responses are above.

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Table 11E. 1999 Accreditation Employee Survey Responses by How Long Worked at Hartnell College for Standard 5: Student Support and Development (continued)

Question [1]	Less than 1 Year		1-2 Years		3-5 Years		6-10 Years		More than 10 Years		Total Employees	
	N	%	N	%	N	%	N	%	N	%	N	%
42. I am aware of HC's articulation agreements with four-year colleges or universities.												
Strongly Agree	14	37%	8	26%	21	38%	4	10%	20	25%	73	28%
Mostly Agree	12	32%	11	35%	19	34%	18	46%	31	39%	95	36%
Slightly Agree	6	16%	6	19%	10	18%	12	31%	20	25%	60	23%
Slightly Disagree	2	5%	3	10%	0	0%	3	8%	5	6%	14	5%
Mostly Disagree	1	3%	1	3%	1	2%	0	0%	3	4%	9	3%
Strongly Disagree	3	8%	2	6%	5	9%	2	5%	0	0%	12	5%
Typical (Median[2]) Response	Mostly Agree		Mostly Agree		Mostly Agree		Mostly Agree		Mostly Agree		Mostly Agree	
43. There are sufficient knowledgeable HC staff to provide effective student services.												
Strongly Agree	18	38%	9	23%	18	25%	6	12%	12	15%	71	22%
Mostly Agree	19	40%	18	45%	27	37%	29	57%	42	53%	145	46%
Slightly Agree	9	19%	9	23%	22	30%	10	20%	15	19%	66	21%
Slightly Disagree	0	0%	3	8%	4	5%	4	8%	4	5%	20	6%
Mostly Disagree	1	2%	0	0%	0	0%	2	4%	5	6%	8	3%
Strongly Disagree	0	0%	1	3%	2	3%	0	0%	2	3%	6	2%
Typical (Median[2]) Response	Mostly Agree		Mostly Agree		Mostly Agree		Mostly Agree		Mostly Agree		Mostly Agree	
45. There are sufficient knowledgeable HC staff to provide effective learning resources.												
Strongly Agree	15	36%	9	24%	18	26%	6	13%	17	20%	74	24%
Mostly Agree	20	48%	19	50%	30	43%	20	42%	31	37%	133	43%
Slightly Agree	3	7%	5	13%	14	20%	15	31%	22	27%	63	20%
Slightly Disagree	3	7%	2	5%	5	7%	5	10%	9	11%	25	8%
Mostly Disagree	1	2%	3	8%	1	1%	0	0%	2	2%	7	2%
Strongly Disagree	0	0%	0	0%	2	3%	2	4%	2	2%	7	2%
Typical (Median[2]) Response	Mostly Agree		Mostly Agree		Mostly Agree		Mostly Agree		Mostly Agree		Mostly Agree	

Note: Percentages may not sum to 100% due to rounding.

[1] Question number references questionnaire.

[2] One-half of responses are below and one-half of responses are above.

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Table 11E. 1999 Accreditation Employee Survey Responses by How Long Worked at Hartnell College for Standard 5: Student Support and Development (continued)

Question [1]	Less than 1 Year		1-2 Years		3-5 Years		6-10 Years		More than 10 Years		Total Employees	
	N	%	N	%	N	%	N	%	N	%	N	%
47. HC's policy regarding privacy of information is clearly stated and consistently administered.												
Strongly Agree	25	51%	23	58%	29	47%	9	20%	29	35%	124	41%
Mostly Agree	19	39%	15	38%	21	34%	16	36%	32	39%	113	37%
Slightly Agree	3	6%	1	3%	7	11%	14	32%	10	12%	39	13%
Slightly Disagree	1	2%	1	3%	2	3%	2	5%	6	7%	13	4%
Mostly Disagree	0	0%	0	0%	1	2%	3	7%	2	2%	8	3%
Strongly Disagree	1	2%	0	0%	2	3%	0	0%	4	5%	8	3%
Typical (Median[2]) Response	Strongly Agree		Strongly Agree		Mostly Agree		Mostly Agree		Mostly Agree		Mostly Agree	

Note: Percentages may not sum to 100% due to rounding.

[1] Question number references questionnaire.

[2] One-half of responses are below and one-half of responses are above.

Table 11F. 1999 Accreditation Employee Survey Responses by How Long Worked at Hartnell College for Standard 6: Information and Learning Resources

Question [1]	Less than 1 Year		1-2 Years		3-5 Years		6-10 Years		More than 10 Years		Total Employees	
	N	%	N	%	N	%	N	%	N	%	N	%
Total Respondents	0	100%	58	100%	79	100%	54	100%	90	100%	358	100%
46. The HC library has sufficient professionally qualified staff to provide reference and informational assistance and technical support to serve faculty and staff needs.												
Strongly Agree	12	29%	14	36%	18	27%	15	30%	26	30%	96	31%
Mostly Agree	18	43%	19	49%	34	51%	16	32%	36	42%	131	42%
Slightly Agree	6	14%	4	10%	8	12%	11	22%	12	14%	45	15%
Slightly Disagree	3	7%	2	5%	3	4%	3	6%	5	6%	17	6%
Mostly Disagree	1	2%	0	0%	3	4%	4	8%	6	7%	14	5%
Strongly Disagree	2	5%	0	0%	1	1%	1	2%	1	1%	6	2%
Typical (Median[2]) Response	Mostly Agree		Mostly Agree		Mostly Agree		Mostly Agree		Mostly Agree		Mostly Agree	
51. HC provides adequate training, equipment and network connectivity to access the collections of the library and computer labs.												
Strongly Agree	16	39%	11	28%	23	34%	8	17%	18	22%	84	28%
Mostly Agree	15	37%	13	33%	24	36%	21	45%	33	40%	118	39%
Slightly Agree	3	7%	7	18%	11	16%	11	23%	19	23%	54	18%
Slightly Disagree	3	7%	3	8%	3	4%	4	9%	4	5%	18	6%
Mostly Disagree	3	7%	1	3%	2	3%	2	4%	2	2%	10	3%
Strongly Disagree	1	2%	4	10%	4	6%	1	2%	6	7%	17	6%
Typical (Median[2]) Response	Mostly Agree		Mostly Agree		Mostly Agree		Mostly Agree		Mostly Agree		Mostly Agree	
52. I have adequate opportunity to recommend items to be added to the library collection.												
Strongly Agree	5	17%	10	29%	16	29%	12	31%	24	30%	76	29%
Mostly Agree	9	31%	11	31%	20	36%	12	31%	31	39%	90	35%
Slightly Agree	7	24%	6	17%	9	16%	6	15%	12	15%	43	17%
Slightly Disagree	3	10%	4	11%	5	9%	2	5%	4	5%	20	8%
Mostly Disagree	0	0%	0	0%	1	2%	5	13%	3	4%	10	4%
Strongly Disagree	5	17%	4	11%	4	7%	2	5%	5	6%	20	8%
Typical (Median[2]) Response	Slightly Agree		Mostly Agree		Mostly Agree		Mostly Agree		Mostly Agree		Mostly Agree	

Note: Percentages may not sum to 100% due to rounding.

[1] Question number references questionnaire.

[2] One-half of responses are below and one-half of responses are above.

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Table 11F. 1999 Accreditation Employee Survey Responses by How Long Worked at Hartnell College for Standard 6: Information and Learning Resources (continued)

Question [1]	Less than 1 Year		1-2 Years		3-5 Years		6-10 Years		More than 10 Years		Total Employees	
	N	%	N	%	N	%	N	%	N	%	N	%
53. Computer and software on campus are up-to-date, in good condition, and meet students' assignment needs.												
Strongly Agree	18	45%	10	28%	20	31%	6	13%	19	26%	81	29%
Mostly Agree	11	28%	13	36%	30	47%	19	42%	27	38%	108	39%
Slightly Agree	6	15%	8	22%	12	19%	11	24%	17	24%	56	20%
Slightly Disagree	2	5%	1	3%	1	2%	3	7%	5	7%	15	5%
Mostly Disagree	2	5%	2	6%	0	0%	2	4%	2	3%	8	3%
Strongly Disagree	1	3%	2	6%	1	2%	4	9%	2	3%	11	4%
Typical (Median[2]) Response	Mostly Agree		Mostly Agree		Mostly Agree		Mostly Agree		Mostly Agree		Mostly Agree	
54. The Center for Learning Technologies and Innovation's operating hours provide me with adequate access.												
Strongly Agree	17	45%	11	37%	23	41%	6	17%	23	32%	88	35%
Mostly Agree	14	37%	14	47%	22	39%	15	43%	30	42%	101	40%
Slightly Agree	3	8%	2	7%	7	13%	11	31%	11	15%	39	16%
Slightly Disagree	2	5%	3	10%	0	0%	2	6%	4	6%	13	5%
Mostly Disagree	1	3%	0	0%	3	5%	1	3%	1	1%	6	2%
Strongly Disagree	1	3%	0	0%	1	2%	0	0%	2	3%	4	2%
Typical (Median[2]) Response	Mostly Agree		Mostly Agree		Mostly Agree		Mostly Agree		Mostly Agree		Mostly Agree	
55. The Hartnell College Library Audio-Visual Department's operating hours are sufficient to support instruction.												
Strongly Agree	8	26%	10	36%	17	30%	7	17%	21	28%	69	27%
Mostly Agree	17	55%	11	39%	26	46%	18	44%	37	49%	117	46%
Slightly Agree	3	10%	5	18%	6	11%	10	24%	12	16%	43	17%
Slightly Disagree	2	6%	1	4%	6	11%	2	5%	2	3%	14	5%
Mostly Disagree	1	3%	0	0%	0	0%	2	5%	1	1%	6	2%
Strongly Disagree	0	0%	1	4%	2	4%	2	5%	2	3%	7	3%
Typical (Median[2]) Response	Mostly Agree		Mostly Agree		Mostly Agree		Mostly Agree		Mostly Agree		Mostly Agree	

Note: Percentages may not sum to 100% due to rounding.

[1] Question number references questionnaire.

[2] One-half of responses are below and one-half of responses are above.

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Table 11F. 1999 Accreditation Employee Survey Responses by How Long Worked at Hartnell College for Standard 6: Information and Learning Resources (continued)

Question [1]	Less than 1 Year		1-2 Years		3-5 Years		6-10 Years		More than 10 Years		Total Employees	
	N	%	N	%	N	%	N	%	N	%	N	%
56. I am aware that materials from other institutions are available for use by HC faculty, staff, and students through inter-library loan or on-site use.												
Strongly Agree	15	38%	14	44%	26	43%	11	26%	26	33%	99	36%
Mostly Agree	12	31%	11	34%	12	20%	13	30%	40	51%	95	35%
Slightly Agree	5	13%	2	6%	11	18%	10	23%	5	6%	37	14%
Slightly Disagree	1	3%	2	6%	6	10%	3	7%	3	4%	17	6%
Mostly Disagree	2	5%	1	3%	0	0%	1	2%	1	1%	5	2%
Strongly Disagree	4	10%	2	6%	6	10%	5	12%	3	4%	21	8%
Typical (Median[2]) Response	Mostly Agree		Mostly Agree		Mostly Agree		Mostly Agree		Mostly Agree		Mostly Agree	
57. The library's holdings are adequate in terms of current quality, depth of coverage and variety for books.												
Strongly Agree	8	22%	4	12%	7	11%	2	5%	12	16%	36	13%
Mostly Agree	16	44%	13	38%	24	38%	20	45%	20	27%	103	38%
Slightly Agree	4	11%	7	21%	11	17%	5	11%	23	31%	54	20%
Slightly Disagree	5	14%	3	9%	14	22%	8	18%	8	11%	38	14%
Mostly Disagree	0	0%	5	15%	1	2%	4	9%	7	9%	18	7%
Strongly Disagree	3	8%	2	6%	6	10%	5	11%	5	7%	23	8%
Typical (Median[2]) Response	Mostly Agree		Mostly Agree		Slightly Agree		Mostly Agree		Slightly Agree		Mostly Agree	
58. The library's holdings are adequate in terms of current quality, depth of coverage and variety for magazines and newspapers.												
Strongly Agree	10	28%	5	14%	13	21%	5	12%	15	19%	55	20%
Mostly Agree	16	44%	18	51%	22	35%	17	41%	28	36%	110	40%
Slightly Agree	6	17%	5	14%	12	19%	9	22%	18	23%	55	20%
Slightly Disagree	1	3%	2	6%	8	13%	5	12%	9	12%	27	10%
Mostly Disagree	1	3%	5	14%	5	8%	4	10%	3	4%	18	7%
Strongly Disagree	2	6%	0	0%	2	3%	1	2%	4	5%	9	3%
Typical (Median[2]) Response	Mostly Agree		Mostly Agree		Mostly Agree		Mostly Agree		Mostly Agree		Mostly Agree	

Note: Percentages may not sum to 100% due to rounding.

[1] Question number references questionnaire.

[2] One-half of responses are below and one-half of responses are above.

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Table 11F. 1999 Accreditation Employee Survey
Responses by How Long Worked at Hartnell College
for Standard 6: Information and Learning Resources (continued)

Question [1]	Less than 1 Year		1-2 Years		3-5 Years		6-10 Years		More than 10 Years		Total Employees	
	N	%	N	%	N	%	N	%	N	%	N	%
59. The library's holdings are adequate in terms of current quality, depth of coverage and variety for on-line resources.												
Strongly Agree	14	37%	9	28%	15	25%	4	10%	17	25%	69	27%
Mostly Agree	15	39%	11	34%	29	48%	19	48%	31	46%	109	43%
Slightly Agree	5	13%	6	19%	12	20%	12	30%	12	18%	51	20%
Slightly Disagree	3	8%	4	13%	3	5%	4	10%	5	7%	19	7%
Mostly Disagree	1	3%	2	6%	0	0%	1	3%	0	0%	4	2%
Strongly Disagree	0	0%	0	0%	2	3%	0	0%	2	3%	4	2%
Typical (Median[2]) Response	Mostly Agree		Mostly Agree		Mostly Agree		Mostly Agree		Mostly Agree		Mostly Agree	
60. The library's holdings are adequate in terms of current quality, depth of coverage and variety for media (e.g., videos, CD-ROMs).												
Strongly Agree	9	28%	5	16%	11	20%	3	8%	13	20%	47	20%
Mostly Agree	14	44%	12	38%	22	39%	13	34%	27	42%	95	40%
Slightly Agree	6	19%	7	22%	11	20%	12	32%	12	18%	52	22%
Slightly Disagree	2	6%	5	16%	7	13%	6	16%	7	11%	27	11%
Mostly Disagree	0	0%	2	6%	2	4%	3	8%	2	3%	9	4%
Strongly Disagree	1	3%	1	3%	3	5%	1	3%	4	6%	10	4%
Typical (Median[2]) Response	Mostly Agree		Mostly Agree		Mostly Agree		Slightly Agree		Mostly Agree		Mostly Agree	
61. The library selects, acquires, organizes, and maintains an adequate and current collection of books to support the institution's educational programs.												
Strongly Agree	9	26%	5	17%	7	11%	1	2%	14	18%	41	15%
Mostly Agree	15	43%	10	33%	26	43%	19	44%	23	30%	101	38%
Slightly Agree	5	14%	9	30%	14	23%	9	21%	21	28%	61	23%
Slightly Disagree	3	9%	0	0%	7	11%	7	16%	7	9%	25	9%
Mostly Disagree	0	0%	5	17%	1	2%	4	9%	7	9%	19	7%
Strongly Disagree	3	9%	1	3%	6	10%	3	7%	4	5%	19	7%
Typical (Median[2]) Response	Mostly Agree		Mostly Agree		Mostly Agree		Slightly Agree		Slightly Agree		Mostly Agree	

Note: Percentages may not sum to 100% due to rounding.

[1] Question number references questionnaire.

[2] One-half of responses are below and one-half of responses are above.

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Table 11F. 1999 Accreditation Employee Survey Responses by How Long Worked at Hartnell College for Standard 6: Information and Learning Resources (continued)

Question [1]	Less than 1 Year		1-2 Years		3-5 Years		6-10 Years		More than 10 Years		Total Employees	
	N	%	N	%	N	%	N	%	N	%	N	%
62. The library selects, acquires, organizes, and maintains an adequate and current collection of magazines and newspapers to support the institution's educational programs.												
Strongly Agree	10	29%	4	13%	12	20%	3	7%	16	21%	52	20%
Mostly Agree	15	43%	17	53%	26	43%	21	50%	31	40%	118	44%
Slightly Agree	7	20%	5	16%	11	18%	11	26%	16	21%	52	20%
Slightly Disagree	1	3%	1	3%	8	13%	5	12%	8	10%	24	9%
Mostly Disagree	0	0%	5	16%	2	3%	2	5%	1	1%	10	4%
Strongly Disagree	2	6%	0	0%	2	3%	0	0%	6	8%	10	4%
Typical (Median[2]) Response	Mostly Agree		Mostly Agree		Mostly Agree		Mostly Agree		Mostly Agree		Mostly Agree	
63. The library selects, acquires, organizes, and maintains an adequate and current collection of on-line resources to support the institution's educational programs.												
Strongly Agree	14	39%	8	27%	12	20%	4	10%	19	28%	66	26%
Mostly Agree	16	44%	11	37%	34	57%	19	46%	29	43%	112	45%
Slightly Agree	4	11%	8	27%	9	15%	13	32%	12	18%	50	20%
Slightly Disagree	1	3%	1	3%	3	5%	3	7%	5	7%	13	5%
Mostly Disagree	1	3%	2	7%	1	2%	2	5%	0	0%	6	2%
Strongly Disagree	0	0%	0	0%	1	2%	0	0%	2	3%	3	1%
Typical (Median[2]) Response	Mostly Agree		Mostly Agree		Mostly Agree		Mostly Agree		Mostly Agree		Mostly Agree	
64. The library selects, acquires, organizes, and maintains an adequate and current collection of media (e.g., videos, CD-ROMs) to support the institution's educational programs.												
Strongly Agree	10	30%	6	21%	9	16%	1	3%	14	21%	47	20%
Mostly Agree	15	45%	10	36%	27	48%	17	43%	27	40%	102	43%
Slightly Agree	6	18%	7	25%	10	18%	13	33%	14	21%	53	22%
Slightly Disagree	1	3%	3	11%	7	13%	3	8%	6	9%	20	8%
Mostly Disagree	0	0%	1	4%	2	4%	5	13%	2	3%	10	4%
Strongly Disagree	1	3%	1	4%	1	2%	1	3%	4	6%	8	3%
Typical (Median[2]) Response	Mostly Agree		Mostly Agree		Mostly Agree		Slightly Agree		Mostly Agree		Mostly Agree	

Note: Percentages may not sum to 100% due to rounding.

[1] Question number references questionnaire.

[2] One-half of responses are below and one-half of responses are above.

Table 11F. 1999 Accreditation Employee Survey Responses by How Long Worked at Hartnell College for Standard 6: Information and Learning Resources (continued)

Question [1]	Less than 1 Year		1-2 Years		3-5 Years		6-10 Years		More than 10 Years		Total Employees	
	N	%	N	%	N	%	N	%	N	%	N	%
65. The computer labs' software and network configurations provide me with adequate access to the applications I need to support my courses.												
Strongly Agree	25	50%	21	53%	32	48%	20	40%	24	32%	130	43%
Mostly Agree	3	6%	3	8%	1	2%	3	6%	4	5%	14	5%
Slightly Agree	2	4%	0	0%	2	3%	2	4%	5	7%	11	4%
Slightly Disagree	1	2%	2	5%	2	3%	4	8%	6	8%	15	5%
Mostly Disagree	4	8%	4	10%	8	12%	7	14%	11	14%	38	13%
Strongly Disagree	15	30%	10	25%	21	32%	14	28%	26	34%	96	32%
Typical (Median[2]) Response	Strongly Agree		Strongly Agree		Mostly Agree		Mostly Agree		Slightly Disagree		Slightly Agree	

Note: Percentages may not sum to 100% due to rounding.

[1] Question number references questionnaire.

[2] One-half of responses are below and one-half of responses are above.

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Table 11G. 1999 Accreditation Employee Survey Responses by How Long Worked at Hartnell College for Standard 7: Faculty and Staff

Question [1]	Less than 1 Year		1-2 Years		3-5 Years		6-10 Years		More than 10 Years		Total Employees	
	N	%	N	%	N	%	N	%	N	%	N	%
Total Respondents	0	100%	58	100%	79	100%	54	100%	90	100%	358	100%
37. The evaluation of each category of staff is systematic and conducted at stated intervals.												
Strongly Agree	3	11%	7	23%	7	13%	2	5%	7	10%	31	13%
Mostly Agree	13	48%	11	37%	21	38%	17	43%	30	43%	101	41%
Slightly Agree	6	22%	3	10%	11	20%	7	18%	15	21%	44	18%
Slightly Disagree	2	7%	4	13%	5	9%	7	18%	9	13%	30	12%
Mostly Disagree	1	4%	3	10%	5	9%	3	8%	3	4%	17	7%
Strongly Disagree	2	7%	2	7%	7	13%	4	10%	6	9%	22	9%
Typical (Median[2]) Response	Mostly Agree		Mostly Agree		Mostly Agree		Slightly Agree		Mostly Agree		Mostly Agree	
48. I am aware of how I can obtain and review personnel policies and procedures.												
Strongly Agree	18	36%	17	41%	26	36%	11	23%	30	37%	107	34%
Mostly Agree	18	36%	12	29%	21	29%	17	35%	28	35%	107	34%
Slightly Agree	7	14%	8	20%	13	18%	10	21%	13	16%	58	18%
Slightly Disagree	3	6%	2	5%	7	10%	3	6%	3	4%	20	6%
Mostly Disagree	2	4%	1	2%	2	3%	5	10%	2	2%	14	4%
Strongly Disagree	2	4%	1	2%	3	4%	2	4%	5	6%	13	4%
Typical (Median[2]) Response	Mostly Agree		Mostly Agree		Mostly Agree		Mostly Agree		Mostly Agree		Mostly Agree	
49. I am satisfied that personnel records are kept confidential.												
Strongly Agree	26	58%	16	41%	30	43%	14	30%	29	37%	125	41%
Mostly Agree	13	29%	18	46%	25	36%	18	38%	27	35%	108	35%
Slightly Agree	5	11%	2	5%	7	10%	8	17%	11	14%	36	12%
Slightly Disagree	1	2%	3	8%	1	1%	4	9%	2	3%	14	5%
Mostly Disagree	0	0%	0	0%	3	4%	2	4%	2	3%	9	3%
Strongly Disagree	0	0%	0	0%	3	4%	1	2%	7	9%	13	4%
Typical (Median[2]) Response	Strongly Agree		Mostly Agree		Mostly Agree		Mostly Agree		Mostly Agree		Mostly Agree	

Note: Percentages may not sum to 100% due to rounding.

[1] Question number references questionnaire.

[2] One-half of responses are below and one-half of responses are above.

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Table 11G. 1999 Accreditation Employee Survey Responses by How Long Worked at Hartnell College for Standard 7: Faculty and Staff (continued)

Question [1]	Less than 1 Year		1-2 Years		3-5 Years		6-10 Years		More than 10 Years		Total Employees	
	N	%	N	%	N	%	N	%	N	%	N	%
50. I am satisfied with the college hiring process for my constituent group.												
Strongly Agree	22	42%	15	34%	19	27%	11	23%	16	19%	89	27%
Mostly Agree	19	37%	16	36%	21	30%	10	21%	31	36%	107	33%
Slightly Agree	4	8%	4	9%	12	17%	5	11%	9	10%	36	11%
Slightly Disagree	5	10%	6	14%	5	7%	7	15%	10	12%	38	12%
Mostly Disagree	0	0%	2	5%	3	4%	5	11%	7	8%	18	6%
Strongly Disagree	2	4%	1	2%	11	15%	9	19%	13	15%	39	12%
Typical (Median[2]) Response	Mostly Agree		Mostly Agree		Mostly Agree		Slightly Agree		Mostly Agree		Mostly Agree	
66. The college adequately provides me with sufficient staff development opportunities to attend professional conferences.												
Strongly Agree	12	34%	9	26%	12	18%	2	4%	15	19%	53	18%
Mostly Agree	11	31%	6	18%	19	28%	15	33%	28	35%	85	30%
Slightly Agree	4	11%	6	18%	14	21%	9	20%	12	15%	53	18%
Slightly Disagree	2	6%	3	9%	7	10%	7	15%	9	11%	29	10%
Mostly Disagree	3	9%	3	9%	3	4%	7	15%	10	13%	29	10%
Strongly Disagree	3	9%	7	21%	12	18%	6	13%	6	8%	39	14%
Typical (Median[2]) Response	Mostly Agree		Slightly Agree		Slightly Agree		Slightly Agree		Mostly Agree		Slightly Agree	
67. The college adequately distributes information about opportunities to learn new instructional approaches.												
Strongly Agree	6	18%	9	26%	11	16%	2	4%	16	21%	45	16%
Mostly Agree	17	52%	7	20%	29	41%	15	32%	27	35%	106	37%
Slightly Agree	3	9%	7	20%	16	23%	14	30%	19	25%	64	22%
Slightly Disagree	0	0%	6	17%	5	7%	10	21%	7	9%	31	11%
Mostly Disagree	2	6%	4	11%	2	3%	5	11%	6	8%	21	7%
Strongly Disagree	5	15%	2	6%	7	10%	1	2%	2	3%	19	7%
Typical (Median[2]) Response	Mostly Agree		Slightly Agree		Mostly Agree		Slightly Agree		Mostly Agree		Mostly Agree	

Note: Percentages may not sum to 100% due to rounding.

[1] Question number references questionnaire.

[2] One-half of responses are below and one-half of responses are above.

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Table 11G. 1999 Accreditation Employee Survey Responses by How Long Worked at Hartnell College for Standard 7: Faculty and Staff (continued)

Question [1]	Less than 1 Year		1-2 Years		3-5 Years		6-10 Years		More than 10 Years		Total Employees	
	N	%	N	%	N	%	N	%	N	%	N	%
68. My immediate supervisor encourages and supports my participation in professional development activities.												
Strongly Agree	19	44%	16	44%	29	39%	17	33%	34	41%	123	39%
Mostly Agree	11	26%	5	14%	20	27%	16	31%	24	29%	85	27%
Slightly Agree	4	9%	5	14%	12	16%	4	8%	11	13%	39	13%
Slightly Disagree	4	9%	4	11%	2	3%	2	4%	4	5%	18	6%
Mostly Disagree	1	2%	2	6%	4	5%	5	10%	5	6%	18	6%
Strongly Disagree	4	9%	4	11%	7	9%	7	14%	4	5%	29	9%
Typical (Median[2]) Response	Mostly Agree		Mostly Agree		Mostly Agree		Mostly Agree		Mostly Agree		Mostly Agree	
69. The Tenure Review Committee process is effective in making recommendations for tenure.												
Strongly Agree	3	23%	2	29%	6	25%	1	6%	7	16%	21	19%
Mostly Agree	4	31%	3	43%	11	46%	3	19%	17	40%	40	36%
Slightly Agree	3	23%	2	29%	3	13%	6	38%	9	21%	26	23%
Slightly Disagree	0	0%	0	0%	2	8%	3	19%	3	7%	9	8%
Mostly Disagree	1	8%	0	0%	1	4%	1	6%	2	5%	6	5%
Strongly Disagree	2	15%	0	0%	1	4%	2	13%	5	12%	10	9%
Typical (Median[2]) Response	Mostly Agree		Mostly Agree		Mostly Agree		Slightly Agree		Mostly Agree		Mostly Agree	
70. The general college climate is respectful and responsive to a diverse educational and cultural campus environment.												
Strongly Agree	22	42%	20	43%	19	25%	8	15%	18	21%	96	28%
Mostly Agree	25	48%	17	37%	39	51%	23	44%	34	40%	147	43%
Slightly Agree	4	8%	8	17%	12	16%	13	25%	13	15%	55	16%
Slightly Disagree	1	2%	1	2%	3	4%	4	8%	7	8%	19	6%
Mostly Disagree	0	0%	0	0%	2	3%	1	2%	5	6%	9	3%
Strongly Disagree	0	0%	0	0%	1	1%	3	6%	7	8%	12	4%
Typical (Median[2]) Response	Mostly Agree		Mostly Agree		Mostly Agree		Mostly Agree		Mostly Agree		Mostly Agree	

Note: Percentages may not sum to 100% due to rounding.

[1] Question number references questionnaire.

[2] One-half of responses are below and one-half of responses are above.

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Table 11G. 1999 Accreditation Employee Survey Responses by How Long Worked at Hartnell College for Standard 7: Faculty and Staff (continued)

Question [1]	Less than 1 Year		1-2 Years		3-5 Years		6-10 Years		More than 10 Years		Total Employees	
	N	%	N	%	N	%	N	%	N	%	N	%
71. I believe college employees are actively working to make multiculturalism a reality on campus.												
Strongly Agree	21	41%	12	29%	21	29%	7	14%	18	21%	87	27%
Mostly Agree	19	37%	21	50%	28	39%	25	49%	38	45%	140	43%
Slightly Agree	8	16%	5	12%	15	21%	11	22%	18	21%	62	19%
Slightly Disagree	2	4%	0	0%	3	4%	3	6%	3	4%	14	4%
Mostly Disagree	0	0%	2	5%	2	3%	2	4%	3	4%	9	3%
Strongly Disagree	1	2%	2	5%	3	4%	3	6%	5	6%	14	4%
Typical (Median[2]) Response	Mostly Agree		Mostly Agree		Mostly Agree		Mostly Agree		Mostly Agree		Mostly Agree	
72. The number of staff and faculty who are qualified by appropriate education, training and experience is sufficient to support the programs offered by the college.												
Strongly Agree	16	43%	9	24%	14	20%	4	8%	17	21%	67	22%
Mostly Agree	13	35%	17	46%	30	43%	20	39%	36	44%	128	43%
Slightly Agree	6	16%	5	14%	15	22%	16	31%	15	18%	60	20%
Slightly Disagree	1	3%	4	11%	8	12%	5	10%	6	7%	26	9%
Mostly Disagree	0	0%	1	3%	1	1%	2	4%	6	7%	11	4%
Strongly Disagree	1	3%	1	3%	1	1%	4	8%	2	2%	9	3%
Typical (Median[2]) Response	Mostly Agree		Mostly Agree		Mostly Agree		Slightly Agree		Mostly Agree		Mostly Agree	
73. The planning and evaluation of staff development programs include participation of staff who participate in, or are affected by, the programs.												
Strongly Agree	7	28%	4	20%	8	16%	4	10%	14	19%	41	18%
Mostly Agree	11	44%	8	40%	22	45%	15	37%	34	47%	97	43%
Slightly Agree	4	16%	3	15%	9	18%	10	24%	12	16%	46	20%
Slightly Disagree	1	4%	2	10%	5	10%	6	15%	5	7%	20	9%
Mostly Disagree	0	0%	1	5%	1	2%	4	10%	4	5%	10	4%
Strongly Disagree	2	8%	2	10%	4	8%	2	5%	4	5%	14	6%
Typical (Median[2]) Response	Mostly Agree		Mostly Agree		Mostly Agree		Slightly Agree		Mostly Agree		Mostly Agree	

Note: Percentages may not sum to 100% due to rounding.

[1] Question number references questionnaire.

[2] One-half of responses are below and one-half of responses are above.

Table 11H. 1999 Accreditation Employee Survey Responses by How Long Worked at Hartnell College for Standard 8: Physical Resources

Question [1]	Less than 1 Year		1-2 Years		3-5 Years		6-10 Years		More than 10 Years		Total Employees	
	N	%	N	%	N	%	N	%	N	%	N	%
Total Respondents	0	100%	58	100%	79	100%	54	100%	90	100%	358	100%
78. College buildings and facilities provide a healthy working environment.												
Strongly Agree	14	27%	8	18%	12	16%	5	9%	12	14%	56	16%
Mostly Agree	18	35%	20	44%	26	34%	21	39%	38	43%	134	39%
Slightly Agree	15	29%	8	18%	22	29%	13	24%	21	24%	84	24%
Slightly Disagree	1	2%	2	4%	9	12%	6	11%	7	8%	29	8%
Mostly Disagree	2	4%	3	7%	3	4%	3	6%	4	5%	19	6%
Strongly Disagree	2	4%	4	9%	5	6%	6	11%	6	7%	23	7%
Typical (Median[2]) Response	Mostly Agree		Mostly Agree		Slightly Agree		Slightly Agree		Mostly Agree		Mostly Agree	
79. I am satisfied with my personal safety and security at the college.												
Strongly Agree	18	34%	11	24%	20	26%	12	23%	29	33%	95	27%
Mostly Agree	25	47%	23	50%	33	43%	23	43%	35	40%	152	44%
Slightly Agree	9	17%	5	11%	16	21%	9	17%	11	13%	54	16%
Slightly Disagree	1	2%	5	11%	2	3%	6	11%	4	5%	20	6%
Mostly Disagree	0	0%	0	0%	2	3%	0	0%	7	8%	12	3%
Strongly Disagree	0	0%	2	4%	4	5%	3	6%	2	2%	13	4%
Typical (Median[2]) Response	Mostly Agree		Mostly Agree		Mostly Agree		Mostly Agree		Mostly Agree		Mostly Agree	
80. The college grounds are well maintained and manicured.												
Strongly Agree	20	36%	17	38%	27	35%	24	44%	38	42%	136	39%
Mostly Agree	22	39%	20	44%	34	44%	19	35%	35	39%	138	39%
Slightly Agree	8	14%	3	7%	15	19%	8	15%	11	12%	52	15%
Slightly Disagree	5	9%	3	7%	1	1%	3	6%	3	3%	17	5%
Mostly Disagree	0	0%	1	2%	0	0%	0	0%	2	2%	4	1%
Strongly Disagree	1	2%	1	2%	1	1%	0	0%	1	1%	5	1%
Typical (Median[2]) Response	Mostly Agree		Mostly Agree		Mostly Agree		Mostly Agree		Mostly Agree		Mostly Agree	

Note: Percentages may not sum to 100% due to rounding.

[1] Question number references questionnaire.

[2] One-half of responses are below and one-half of responses are above.

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Table 11H. 1999 Accreditation Employee Survey Responses by How Long Worked at Hartnell College for Standard 8: Physical Resources (continued)

Question [1]	Less than 1 Year		1-2 Years		3-5 Years		6-10 Years		More than 10 Years		Total Employees	
	N	%	N	%	N	%	N	%	N	%	N	%
81. Classrooms are of adequate size for instruction and programs.												
Strongly Agree	10	22%	12	27%	11	15%	5	10%	16	19%	57	18%
Mostly Agree	22	49%	15	34%	29	39%	18	35%	32	37%	127	39%
Slightly Agree	4	9%	7	16%	15	20%	12	24%	15	17%	61	19%
Slightly Disagree	5	11%	3	7%	5	7%	7	14%	14	16%	36	11%
Mostly Disagree	3	7%	5	11%	4	5%	4	8%	4	5%	20	6%
Strongly Disagree	1	2%	2	5%	10	14%	5	10%	5	6%	24	7%
Typical (Median[2]) Response	Mostly Agree		Mostly Agree		Mostly Agree		Slightly Agree		Mostly Agree		Mostly Agree	
82. Laboratories are of adequate size for instruction and programs.												
Strongly Agree	11	28%	9	28%	9	15%	4	11%	13	17%	49	19%
Mostly Agree	17	44%	14	44%	17	28%	9	24%	27	36%	93	35%
Slightly Agree	3	8%	6	19%	18	30%	13	34%	15	20%	59	22%
Slightly Disagree	4	10%	1	3%	6	10%	3	8%	15	20%	31	12%
Mostly Disagree	2	5%	1	3%	3	5%	6	16%	3	4%	15	6%
Strongly Disagree	2	5%	1	3%	7	12%	3	8%	3	4%	17	6%
Typical (Median[2]) Response	Mostly Agree		Mostly Agree		Slightly Agree		Slightly Agree		Mostly Agree		Mostly Agree	
83. Parking lots are well-lighted and secure.												
Strongly Agree	10	19%	14	31%	11	15%	4	8%	16	18%	60	18%
Mostly Agree	23	44%	14	31%	25	34%	21	40%	31	36%	120	36%
Slightly Agree	13	25%	9	20%	18	25%	10	19%	17	20%	70	21%
Slightly Disagree	5	10%	3	7%	9	12%	11	21%	11	13%	44	13%
Mostly Disagree	0	0%	2	4%	2	3%	3	6%	8	9%	18	5%
Strongly Disagree	1	2%	3	7%	8	11%	4	8%	4	5%	23	7%
Typical (Median[2]) Response	Mostly Agree		Mostly Agree		Slightly Agree		Slightly Agree		Mostly Agree		Mostly Agree	

Note: Percentages may not sum to 100% due to rounding.

[1] Question number references questionnaire.

[2] One-half of responses are below and one-half of responses are above.

Table 11H. 1999 Accreditation Employee Survey Responses by How Long Worked at Hartnell College for Standard 8: Physical Resources (continued)

Question [1]	Less than 1 Year		1-2 Years		3-5 Years		6-10 Years		More than 10 Years		Total Employees	
	N	%	N	%	N	%	N	%	N	%	N	%
84. The amount of parking space is adequate on the campus.												
Strongly Agree	8	16%	7	15%	6	8%	0	0%	5	6%	30	9%
Mostly Agree	10	20%	8	17%	14	19%	8	15%	11	13%	57	17%
Slightly Agree	12	24%	9	20%	9	12%	11	20%	19	22%	62	18%
Slightly Disagree	7	14%	6	13%	15	20%	9	17%	15	17%	56	16%
Mostly Disagree	4	8%	6	13%	14	19%	11	20%	16	18%	53	15%
Strongly Disagree	10	20%	10	22%	16	22%	15	28%	22	25%	84	25%
Typical (Median[2]) Response	Slightly Agree		Slightly Agree		Slightly Disagree		Slightly Disagree		Slightly Disagree		Slightly Disagree	
87. I am satisfied with the comfort and attractiveness of the buildings and grounds.												
Strongly Agree	16	29%	12	26%	15	19%	11	22%	18	20%	78	22%
Mostly Agree	20	36%	20	43%	27	35%	18	35%	36	41%	132	38%
Slightly Agree	10	18%	4	9%	17	22%	11	22%	13	15%	60	17%
Slightly Disagree	3	5%	2	4%	9	12%	8	16%	14	16%	39	11%
Mostly Disagree	4	7%	5	11%	6	8%	1	2%	3	3%	22	6%
Strongly Disagree	2	4%	3	7%	4	5%	2	4%	4	5%	16	5%
Typical (Median[2]) Response	Mostly Agree		Mostly Agree		Mostly Agree		Mostly Agree		Mostly Agree		Mostly Agree	
89. The management, maintenance, cleanliness and operation of the physical facilities is efficient and of a quality necessary to support programs and services.												
Strongly Agree	13	27%	10	24%	17	23%	8	15%	18	20%	71	21%
Mostly Agree	14	29%	17	40%	22	29%	17	32%	26	30%	103	31%
Slightly Agree	12	24%	5	12%	18	24%	17	32%	19	22%	81	24%
Slightly Disagree	5	10%	6	14%	6	8%	9	17%	14	16%	42	13%
Mostly Disagree	3	6%	1	2%	6	8%	1	2%	7	8%	21	6%
Strongly Disagree	2	4%	3	7%	6	8%	1	2%	4	5%	17	5%
Typical (Median[2]) Response	Mostly Agree		Mostly Agree		Mostly Agree		Slightly Agree		Mostly Agree		Mostly Agree	

Note: Percentages may not sum to 100% due to rounding.

[1] Question number references questionnaire.

[2] One-half of responses are below and one-half of responses are above.

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Table 11I. 1999 Accreditation Employee Survey Responses by How Long Worked at Hartnell College for Standard 9: Financial Resources

Question [1]	Less than 1 Year		1-2 Years		3-5 Years		6-10 Years		More than 10 Years		Total Employees	
	N	%	N	%	N	%	N	%	N	%	N	%
Total Respondents	0	100%	58	100%	79	100%	54	100%	90	100%	358	100%
85. The college strives to support innovation/ expansion in its programs.												
Strongly Agree	17	39%	10	31%	18	28%	6	14%	11	14%	68	24%
Mostly Agree	16	36%	11	34%	20	31%	15	36%	24	30%	96	33%
Slightly Agree	10	23%	9	28%	14	22%	9	21%	27	33%	74	26%
Slightly Disagree	1	2%	1	3%	7	11%	5	12%	10	12%	26	9%
Mostly Disagree	0	0%	0	0%	2	3%	4	10%	7	9%	15	5%
Strongly Disagree	0	0%	1	3%	3	5%	3	7%	2	2%	9	3%
Typical (Median[2]) Response	Mostly Agree		Mostly Agree		Mostly Agree		Mostly Agree		Slightly Agree		Mostly Agree	
86. The college budget reflects college priorities and planning goals.												
Strongly Agree	8	26%	7	30%	10	19%	2	5%	8	10%	37	15%
Mostly Agree	12	39%	8	35%	15	28%	6	15%	15	19%	63	26%
Slightly Agree	10	32%	4	17%	12	23%	11	28%	23	29%	66	27%
Slightly Disagree	0	0%	4	17%	7	13%	9	23%	17	22%	40	16%
Mostly Disagree	1	3%	0	0%	3	6%	2	5%	6	8%	14	6%
Strongly Disagree	0	0%	0	0%	6	11%	9	23%	9	12%	26	11%
Typical (Median[2]) Response	Mostly Agree		Mostly Agree		Slightly Agree		Slightly Disagree		Slightly Agree		Slightly Agree	
88. The organization for administering HC's budget and finances is clearly defined.												
Strongly Agree	4	15%	4	20%	8	15%	1	3%	7	9%	25	11%
Mostly Agree	6	22%	3	15%	14	25%	6	16%	12	16%	48	20%
Slightly Agree	8	30%	6	30%	12	22%	10	26%	13	18%	52	22%
Slightly Disagree	6	22%	3	15%	8	15%	8	21%	15	20%	43	18%
Mostly Disagree	2	7%	2	10%	7	13%	6	16%	8	11%	30	13%
Strongly Disagree	1	4%	2	10%	6	11%	7	18%	19	26%	40	17%
Typical (Median[2]) Response	Slightly Agree		Slightly Agree		Slightly Agree		Slightly Disagree		Slightly Disagree		Slightly Agree	

Note: Percentages may not sum to 100% due to rounding.

[1] Question number references questionnaire.

[2] One-half of responses are below and one-half of responses are above.

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Table 11I. 1999 Accreditation Employee Survey Responses by How Long Worked at Hartnell College for Standard 9: Financial Resources (continued)

Question [1]	Less than 1 Year		1-2 Years		3-5 Years		6-10 Years		More than 10 Years		Total Employees	
	N	%	N	%	N	%	N	%	N	%	N	%
90. The college's overall use of financial resources is consistent with its educational goals.												
Strongly Agree	8	27%	4	17%	9	18%	1	3%	7	9%	30	12%
Mostly Agree	10	33%	12	52%	13	25%	11	28%	26	34%	80	33%
Slightly Agree	7	23%	5	22%	16	31%	10	25%	15	20%	58	24%
Slightly Disagree	3	10%	0	0%	2	4%	7	18%	9	12%	24	10%
Mostly Disagree	0	0%	1	4%	6	12%	7	18%	9	12%	24	10%
Strongly Disagree	2	7%	1	4%	5	10%	4	10%	10	13%	26	11%
Typical (Median[2]) Response	Mostly Agree		Mostly Agree		Slightly Agree		Slightly Agree		Slightly Agree		Slightly Agree	
91. College guidelines and processes for financial planning and budget development are clearly defined and followed.												
Strongly Agree	7	28%	3	20%	6	14%	1	3%	5	7%	23	11%
Mostly Agree	5	20%	5	33%	17	40%	7	22%	16	23%	59	29%
Slightly Agree	8	32%	4	27%	9	21%	9	28%	15	22%	48	24%
Slightly Disagree	4	16%	1	7%	3	7%	4	13%	13	19%	26	13%
Mostly Disagree	1	4%	1	7%	6	14%	5	16%	9	13%	24	12%
Strongly Disagree	0	0%	1	7%	2	5%	6	19%	11	16%	24	12%
Typical (Median[2]) Response	Slightly Agree		Mostly Agree		Mostly Agree		Slightly Agree		Slightly Agree		Slightly Agree	
92. The Board of Trustees has performed responsibly in overseeing the financial soundness of the district.												
Strongly Agree	7	28%	4	27%	8	17%	2	6%	6	8%	28	13%
Mostly Agree	5	20%	4	27%	20	43%	10	29%	19	26%	66	31%
Slightly Agree	7	28%	3	20%	5	11%	6	18%	18	25%	44	20%
Slightly Disagree	2	8%	2	13%	5	11%	8	24%	9	12%	29	13%
Mostly Disagree	1	4%	1	7%	3	7%	4	12%	10	14%	21	10%
Strongly Disagree	3	12%	1	7%	5	11%	4	12%	11	15%	27	13%
Typical (Median[2]) Response	Slightly Agree		Mostly Agree		Mostly Agree		Slightly Agree		Slightly Agree		Slightly Agree	

Note: Percentages may not sum to 100% due to rounding.

[1] Question number references questionnaire.

[2] One-half of responses are below and one-half of responses are above.

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(Length of Employment)

Table 11J. 1999 Accreditation Employee Survey Responses by How Long Worked at Hartnell College for Standard 10: Governance and Administration

Question [1]	Less than 1 Year		1-2 Years		3-5 Years		6-10 Years		More than 10 Years		Total Employees	
	N	%	N	%	N	%	N	%	N	%	N	%
Total Respondents	0	100%	58	100%	79	100%	54	100%	90	100%	358	100%
74. In general, I am aware of the classified staff's role in various governing, planning, budgeting and policy making bodies at the college.												
Strongly Agree	7	18%	4	14%	13	22%	5	13%	14	19%	47	18%
Mostly Agree	14	37%	10	34%	25	42%	12	31%	30	42%	98	38%
Slightly Agree	9	24%	6	21%	12	20%	12	31%	16	22%	58	23%
Slightly Disagree	4	11%	5	17%	4	7%	6	15%	6	8%	28	11%
Mostly Disagree	0	0%	2	7%	2	3%	3	8%	4	6%	12	5%
Strongly Disagree	4	11%	2	7%	4	7%	1	3%	2	3%	14	5%
Typical (Median[2]) Response	Mostly Agree		Slightly Agree		Mostly Agree		Slightly Agree		Mostly Agree		Mostly Agree	
75. In general, I am aware of the students' role in various governing, planning, budgeting and policy making bodies at the college.												
Strongly Agree	5	14%	6	19%	10	18%	3	8%	10	13%	35	14%
Mostly Agree	11	30%	9	28%	19	34%	13	36%	27	36%	88	35%
Slightly Agree	14	38%	6	19%	11	20%	10	28%	24	32%	67	26%
Slightly Disagree	3	8%	6	19%	10	18%	6	17%	5	7%	34	13%
Mostly Disagree	2	5%	1	3%	3	5%	3	8%	6	8%	16	6%
Strongly Disagree	2	5%	4	13%	3	5%	1	3%	3	4%	14	6%
Typical (Median[2]) Response	Slightly Agree		Slightly Agree		Mostly Agree		Slightly Agree		Slightly Agree		Slightly Agree	
76. In general, I am aware of the faculty's role in various governing, planning, budgeting and policy making bodies at the college.												
Strongly Agree	6	17%	6	18%	12	20%	7	18%	19	24%	53	20%
Mostly Agree	13	37%	10	29%	22	36%	14	35%	35	44%	103	38%
Slightly Agree	9	26%	10	29%	16	26%	14	35%	15	19%	68	25%
Slightly Disagree	4	11%	6	18%	7	11%	1	3%	5	6%	25	9%
Mostly Disagree	1	3%	0	0%	1	2%	3	8%	2	3%	8	3%
Strongly Disagree	2	6%	2	6%	3	5%	1	3%	3	4%	13	5%
Typical (Median[2]) Response	Mostly Agree		Slightly Agree		Mostly Agree		Mostly Agree		Mostly Agree		Mostly Agree	

Note: Percentages may not sum to 100% due to rounding.

[1] Question number references questionnaire.

[2] One-half of responses are below and one-half of responses are above.

Table 11J. 1999 Accreditation Employee Survey Responses by How Long Worked at Hartnell College for Standard 10: Governance and Administration (continued)

Question [1]	Less than 1 Year		1-2 Years		3-5 Years		6-10 Years		More than 10 Years		Total Employees	
	N	%	N	%	N	%	N	%	N	%	N	%
77. The faculty exercise a substantial voice in matters related to educational programs, the hiring of faculty and other personnel, and institutional policies.												
Strongly Agree	5	16%	5	16%	6	11%	3	7%	6	8%	28	11%
Mostly Agree	15	48%	11	35%	19	33%	11	25%	24	31%	91	35%
Slightly Agree	6	19%	6	19%	15	26%	12	27%	23	29%	66	25%
Slightly Disagree	2	6%	5	16%	8	14%	8	18%	8	10%	31	12%
Mostly Disagree	0	0%	3	10%	6	11%	5	11%	6	8%	21	8%
Strongly Disagree	3	10%	1	3%	3	5%	5	11%	11	14%	26	10%
Typical (Median[2]) Response	Mostly Agree		Mostly Agree		Slightly Agree		Slightly Agree		Slightly Agree		Slightly Agree	
93. I have a substantive role in college governance and policy-making that relate to my areas of responsibility and expertise.												
Strongly Agree	3	10%	5	16%	9	16%	3	7%	8	10%	29	11%
Mostly Agree	10	33%	6	19%	10	17%	7	17%	22	27%	59	23%
Slightly Agree	4	13%	4	13%	11	19%	7	17%	20	25%	50	19%
Slightly Disagree	4	13%	4	13%	6	10%	5	12%	9	11%	29	11%
Mostly Disagree	4	13%	3	10%	11	19%	9	22%	6	7%	35	13%
Strongly Disagree	5	17%	9	29%	11	19%	10	24%	16	20%	59	23%
Typical (Median[2]) Response	Slightly Agree		Slightly Disagree		Slightly Agree		Slightly Disagree		Slightly Agree		Slightly Agree	
94. The Hartnell Board of Trustees makes responsible decisions and takes responsible actions that support and promote the missions and functions of the college.												
Strongly Agree	6	21%	6	29%	10	19%	3	8%	10	14%	38	16%
Mostly Agree	8	29%	6	29%	18	34%	10	26%	14	19%	63	26%
Slightly Agree	4	14%	4	19%	10	19%	10	26%	22	30%	57	24%
Slightly Disagree	3	11%	2	10%	7	13%	6	16%	10	14%	29	12%
Mostly Disagree	3	11%	2	10%	5	9%	4	11%	5	7%	21	9%
Strongly Disagree	4	14%	1	5%	3	6%	5	13%	13	18%	30	13%
Typical (Median[2]) Response	Mostly Agree		Mostly Agree		Mostly Agree		Slightly Agree		Slightly Agree		Slightly Agree	

Note: Percentages may not sum to 100% due to rounding.

[1] Question number references questionnaire.

[2] One half of responses are below and one half of responses are above.

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Table 11J. 1999 Accreditation Employee Survey Responses by How Long Worked at Hartnell College for Standard 10: Governance and Administration (continued)

Question [1]	Less than 1 Year		1-2 Years		3-5 Years		6-10 Years		More than 10 Years		Total Employees	
	N	%	N	%	N	%	N	%	N	%	N	%
95. The Administration supports and uses a decision-making process which involves the persons who will be affected.												
Strongly Agree	6	21%	6	24%	14	23%	1	2%	8	10%	38	15%
Mostly Agree	14	48%	7	28%	15	25%	9	21%	20	25%	72	27%
Slightly Agree	2	7%	4	16%	15	25%	17	40%	20	25%	63	24%
Slightly Disagree	5	17%	5	20%	6	10%	5	12%	10	13%	37	14%
Mostly Disagree	1	3%	2	8%	5	8%	8	19%	12	15%	29	11%
Strongly Disagree	1	3%	1	4%	6	10%	3	7%	9	11%	23	9%
Typical (Median[2]) Response	Mostly Agree		Mostly Agree		Slightly Agree		Slightly Agree		Slightly Agree		Slightly Agree	
96. The Administration provides effective and efficient leadership and management which supports the college's mission.												
Strongly Agree	14	32%	8	21%	11	16%	3	6%	8	10%	50	16%
Mostly Agree	19	43%	20	51%	28	42%	19	40%	27	33%	122	40%
Slightly Agree	7	16%	9	23%	15	22%	9	19%	22	27%	69	23%
Slightly Disagree	2	5%	1	3%	5	7%	4	9%	12	15%	26	9%
Mostly Disagree	2	5%	1	3%	5	7%	7	15%	4	5%	20	7%
Strongly Disagree	0	0%	0	0%	3	4%	5	11%	9	11%	18	6%
Typical (Median[2]) Response	Mostly Agree		Mostly Agree		Mostly Agree		Slightly Agree		Slightly Agree		Mostly Agree	
97. The Administration provides effective leadership to define goals, develop plans and establish priorities for the institution.												
Strongly Agree	15	35%	10	27%	12	17%	4	8%	9	11%	56	18%
Mostly Agree	15	35%	15	41%	29	41%	18	37%	28	33%	115	37%
Slightly Agree	10	23%	10	27%	16	23%	11	22%	25	29%	78	25%
Slightly Disagree	1	2%	1	3%	6	9%	3	6%	8	9%	20	6%
Mostly Disagree	2	5%	1	3%	3	4%	8	16%	6	7%	21	7%
Strongly Disagree	0	0%	0	0%	4	6%	5	10%	9	11%	19	6%
Typical (Median[2]) Response	Mostly Agree		Mostly Agree		Mostly Agree		Slightly Agree		Slightly Agree		Mostly Agree	

Note: Percentages may not sum to 100% due to rounding.

[1] Question number references questionnaire.

[2] One-half of responses are below and one-half of responses are above.

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Table 11J. 1999 Accreditation Employee Survey Responses by How Long Worked at Hartnell College for Standard 10: Governance and Administration (continued)

Question [1]	Less than 1 Year		1-2 Years		3-5 Years		6-10 Years		More than 10 Years		Total Employees	
	N	%	N	%	N	%	N	%	N	%	N	%
98. The Administration has established and utilizes effective methods of communication to exchange information in a timely and efficient manner.												
Strongly Agree	14	33%	8	21%	13	18%	5	10%	13	16%	58	18%
Mostly Agree	16	37%	17	44%	26	36%	16	31%	18	22%	103	33%
Slightly Agree	8	19%	7	18%	17	23%	9	18%	21	25%	69	22%
Slightly Disagree	3	7%	3	8%	12	16%	6	12%	11	13%	37	12%
Mostly Disagree	1	2%	2	5%	3	4%	9	18%	12	14%	28	9%
Strongly Disagree	1	2%	2	5%	2	3%	6	12%	8	10%	20	6%
Typical (Median[2]) Response	Mostly Agree		Mostly Agree		Mostly Agree		Slightly Agree		Slightly Agree		Mostly Agree	

Note: Percentages may not sum to 100% due to rounding.

[1] Question number references questionnaire.

[2] One-half of responses are below and one-half of responses are above.

Table 11K. 1999 Accreditation Employee Survey Responses by How Long Worked at Hartnell College for Miscellaneous Questions

Question [1]	Less than 1 Year		1-2 Years		3-5 Years		6-10 Years		More than 10 Years		Total Employees	
	N	%	N	%	N	%	N	%	N	%	N	%
Total Respondents	0	100%	58	100%	79	100%	54	100%	90	100%	358	100%
99. Overall, how would you assess the campus climate/environment at HC for employees?												
Excellent	14	26%	7	16%	11	14%	3	6%	13	15%	51	15%
Very Good	23	43%	23	51%	26	33%	12	22%	24	27%	112	33%
Good	9	17%	8	18%	20	26%	21	39%	11	13%	78	23%
Fair	7	13%	5	11%	15	19%	7	13%	15	17%	54	16%
Poor	0	0%	2	4%	6	8%	11	20%	25	28%	49	14%
Typical (Median[2]) Response	Very Good		Very Good		Good		Good		Good		Good	
100. How effective is HC in promoting employee diversity?												
Excellent	11	26%	4	11%	18	25%	5	10%	16	19%	57	18%
Very Good	18	42%	19	53%	23	32%	14	27%	26	31%	109	35%
Good	11	26%	9	25%	18	25%	14	27%	22	26%	84	27%
Fair	3	7%	3	8%	7	10%	13	25%	15	18%	45	14%
Poor	0	0%	1	3%	5	7%	5	10%	5	6%	16	5%
Typical (Median[2]) Response	Very Good		Very Good		Very Good		Good		Very Good		Very Good	
101. Overall, how would you assess the campus climate/environment at HC for students?												
Excellent	11	22%	8	19%	14	18%	3	6%	9	10%	48	14%
Very Good	25	50%	22	51%	28	36%	24	44%	39	45%	151	45%
Good	14	28%	10	23%	24	31%	18	33%	23	26%	96	28%
Fair	0	0%	2	5%	9	12%	7	13%	13	15%	32	9%
Poor	0	0%	1	2%	3	4%	2	4%	3	3%	11	3%
Typical (Median[2]) Response	Very Good		Very Good		Very Good		Very Good		Very Good		Very Good	

Note: Percentages may not sum to 100% due to rounding.

[1] Question number references questionnaire.

[2] One-half of responses are below and one-half of responses are above.

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Table 11K. 1999 Accreditation Employee Survey Responses by How Long Worked at Hartnell College for Miscellaneous Questions (continued)

Question [1]	Less than 1 Year		1-2 Years		3-5 Years		6-10 Years		More than 10 Years		Total Employees	
	N	%	N	%	N	%	N	%	N	%	N	%
102. How effective is HC in promoting student diversity?												
Excellent	11	24%	5	13%	24	33%	7	14%	20	24%	72	23%
Very Good	21	47%	21	54%	20	27%	20	40%	30	36%	121	38%
Good	12	27%	9	23%	19	26%	12	24%	16	19%	76	24%
Fair	1	2%	3	8%	7	10%	9	18%	13	16%	37	12%
Poor	0	0%	1	3%	3	4%	2	4%	4	5%	11	3%
Typical (Median[2]) Response	Very Good		Very Good		Very Good		Very Good		Very Good		Very Good	

Note: Percentages may not sum to 100% due to rounding.

[1] Question number references questionnaire.

[2] One-half of responses are below and one-half of responses are above.

IR&P CM/LI/DC 3/7/00 c:\Documents\Accreditation\Employee 11 Time at HC Summary, Standards 1-11.xls

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Attachment

1999 Hartnell College Accreditation Self-Study
Employee Survey

1999 Hartnell College Accreditation Self-Study
Employee Survey

MARKING INSTRUCTIONS

- **Use a No. 2 pencil only.**
- **Make solid marks that fill the response completely.**
- **Make no stray marks on this form.**

CORRECT: ● **INCORRECT:** ⊘ ⊗ ◒ ⊃

		Strongly Agree	Mostly Agree	Slightly Agree	Slightly Disagree	Mostly Disagree	Strongly Disagree	Don't Know/ No Opinion
1.	I am personally treated with respect at this college.	6	5	4	3	2	1	0
2.	Staff are concerned about student academic success.	6	5	4	3	2	1	0
3.	Hartnell College (HC) is committed to high standards of teaching.	6	5	4	3	2	1	0
4.	Classified staff make an extra effort to assist students, faculty and other staff.	6	5	4	3	2	1	0
5.	HC demonstrates honesty and integrity in its athletic program.	6	5	4	3	2	1	0
6.	The programs and services of HC provide fair and ethical treatment of its entire population.	6	5	4	3	2	1	0
7.	Employees promote the development of a diverse educational and cultural campus environment.	6	5	4	3	2	1	0
8.	My senate or representative council has sufficient opportunities to provide input into college decisions.	6	5	4	3	2	1	0
9.	HC is a facilitator of change for its communities.	6	5	4	3	2	1	0
10.	HC excels in the recruitment of students.	6	5	4	3	2	1	0
11.	It is important that there is proportional representation of gender and ethnicity between students and college personnel.	6	5	4	3	2	1	0
12.	Programs and courses are offered in a manner that ensures students the opportunity to complete the entire program as announced in a reasonable amount of time.	6	5	4	3	2	1	0
13.	HC excels in the retention of students.	6	5	4	3	2	1	0
14.	HC excels in the placement of students.	6	5	4	3	2	1	0
15.	HC faculty present material fairly and objectively, while distinguishing between fact and opinion.	6	5	4	3	2	1	0
16.	A typical "A" grade given at HC represents excellent student achievement.	6	5	4	3	2	1	0
17.	Classified staff are treated respectfully by administrators.	6	5	4	3	2	1	0
18.	Classified staff are treated respectfully by faculty.	6	5	4	3	2	1	0
19.	Hartnell College adequately publicizes the planning process.	6	5	4	3	2	1	0
20.	HC's administration handles grievances fairly.	6	5	4	3	2	1	0
21.	Written policies ensuring fairness are adhered to in employment procedures.	6	5	4	3	2	1	0
22.	Hartnell College provides sufficient resources to conduct effective institutional research and program evaluation studies.	6	5	4	3	2	1	0
23.	Evaluation results from Program and Services Review are used to improve instructional programs and support services.	6	5	4	3	2	1	0
24.	Hartnell College effectively evaluates how well it accomplishes its mission and purposes.	6	5	4	3	2	1	0
25.	At HC, there is a positive environment in which faculty are treated with respect.	6	5	4	3	2	1	0
26.	The integrity of the teaching process is protected at HC.	6	5	4	3	2	1	0
27.	This college is committed to high standards of teaching.	6	5	4	3	2	1	0
28.	I have had sufficient opportunity to participate in the planning process at Hartnell College.	6	5	4	3	2	1	0
29.	Information in Hartnell College publications is accurate.	6	5	4	3	2	1	0
30.	College-wide and unit planning are linked to resource allocation.	6	5	4	3	2	1	0
31.	The college meets the varied educational needs of its students.	6	5	4	3	2	1	0
32.	The general education program is based on a clear philosophy and rationale.	6	5	4	3	2	1	0
33.	I am aware of Hartnell College's articulation agreements with the local high schools.	6	5	4	3	2	1	0

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	Strongly Agree	Mostly Agree	Slightly Agree	Slightly Disagree	Mostly Disagree	Strongly Disagree	Don't Know/ No Opinion
34. Gender and ethnic diversity among students is valued at Hartnell College.	6	5	4	3	2	1	0
35. The college's processes of curriculum and program development ensure high quality instructional programs.	6	5	4	3	2	1	0
36. The college uses a range of delivery systems and modes of instruction compatible with student needs.	6	5	4	3	2	1	0
37. The evaluation of each category of staff is systematic and conducted at stated intervals.	6	5	4	3	2	1	0
38. The institution identifies expected learning outcomes for its degree and certificate programs.	6	5	4	3	2	1	0
39. Students from gender and ethnic diverse backgrounds are treated with respect at Hartnell College.	6	5	4	3	2	1	0
40. The needs of the students are considered when decisions are made to add or delete programs or courses at Hartnell College.	6	5	4	3	2	1	0
41. Hartnell College's off-campus programs are adequate to address the needs of students who would otherwise have difficulty attending on-campus classes.	6	5	4	3	2	1	0
42. I am aware of Hartnell College's articulation agreements with four-year colleges or universities.	6	5	4	3	2	1	0
43. There are sufficient knowledgeable Hartnell College staff to provide effective student services.	6	5	4	3	2	1	0
44. The college has clearly defined processes for reviewing all of its educational programs.	6	5	4	3	2	1	0
45. There are sufficient knowledgeable Hartnell College staff to provide effective learning resources.	6	5	4	3	2	1	0
46. The Hartnell College Library has sufficient professionally qualified staff to provide reference and informational assistance and technical support to serve faculty and staff needs.	6	5	4	3	2	1	0
47. Hartnell College's policy regarding privacy of information is clearly stated and consistently administered.	6	5	4	3	2	1	0
48. I am aware of how I can obtain and review personnel policies and procedures.	6	5	4	3	2	1	0
49. I am satisfied that personnel records are kept confidential.	6	5	4	3	2	1	0
50. I am satisfied with the college hiring process for my constituent group.	6	5	4	3	2	1	0
51. Hartnell College provides adequate training, equipment and network connectivity to access the collections of the library and computer labs.	6	5	4	3	2	1	0
52. I have adequate opportunity to recommend items to be added to the library collection.	6	5	4	3	2	1	0
53. Computers and software on campus are up-to-date, in good condition and meet students' assignment needs.	6	5	4	3	2	1	0
54. The Center for Learning Technologies and Innovation's operating hours provide me with adequate access.	6	5	4	3	2	1	0
55. The Hartnell College Library Audio-Visual Department's operating hours are sufficient to support instruction.	6	5	4	3	2	1	0
56. I am aware that materials from other institutions are available for use by Hartnell College faculty, staff and students through interlibrary loan or on-site use.	6	5	4	3	2	1	0
The library's holdings are adequate in terms of current quality, depth of coverage and variety for:							
57. Books	6	5	4	3	2	1	0
58. Magazines and newspapers	6	5	4	3	2	1	0
59. On-line resources	6	5	4	3	2	1	0
60. Media (e.g. videos, laser discs, CD-ROMs)	6	5	4	3	2	1	0
The library selects, acquires, organizes, and maintains an adequate and current collection of the following materials to support the institution's educational programs:							
61. Books	6	5	4	3	2	1	0
62. Magazines and newspapers	6	5	4	3	2	1	0
63. On-line resources	6	5	4	3	2	1	0
64. Media (e.g. videos, laser discs, CD-ROMs)	6	5	4	3	2	1	0

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	Strongly Agree	Mostly Agree	Slightly Agree	Slightly Disagree	Mostly Disagree	Strongly Disagree	Don't Know/ No Opinion
65. The computer labs' software and network configurations provide me with adequate access to the applications I need to support my courses.	6	5	4	3	2	1	0
66. The college adequately provides me with sufficient staff development opportunities to attend professional conferences.	6	5	4	3	2	1	0
67. The college adequately distributes information about opportunities to learn new instructional approaches.	6	5	4	3	2	1	0
68 My immediate supervisor encourages and supports my participation in professional development activities.	6	5	4	3	2	1	0
69. The Tenure Review Committee process is effective in making recommendations for tenure.	6	5	4	3	2	1	0
70. The general college climate is respectful and responsive to a diverse educational and cultural campus environment.	6	5	4	3	2	1	0
71. I believe college employees are actively working to make multiculturalism a reality on campus.	6	5	4	3	2	1	0
72. The number of staff and faculty who are qualified by appropriate education, training and experience is sufficient to support the programs offered by the college.	6	5	4	3	2	1	0
73. The planning and evaluation of staff development programs include participation of staff who participate in, or are affected by, the programs.	6	5	4	3	2	1	0
74. In general, I am aware of classified staff's role in various governing, planning, budgeting and policy making bodies at the college.	6	5	4	3	2	1	0
75. In general, I am aware of the students' role in various governing, planning, budgeting and policy making bodies at the college.	6	5	4	3	2	1	0
76. In general, I am aware of the faculty's role in various governing, planning, budgeting and policy making bodies at the college.	6	5	4	3	2	1	0
77. The faculty exercise a substantial voice in matters related to educational programs, the hiring of faculty and other personnel, and institutional policies.	6	5	4	3	2	1	0
78. College buildings and facilities provide a healthy working environment.	6	5	4	3	2	1	0
79. I am satisfied with my personal safety and security at the college.	6	5	4	3	2	1	0
80. The college grounds are well maintained and manicured.	6	5	4	3	2	1	0
81. Classrooms are of adequate size for instruction and programs.	6	5	4	3	2	1	0
82. Laboratories are of adequate size for instruction and programs.	6	5	4	3	2	1	0
83. Parking lots are well-lighted and secure.	6	5	4	3	2	1	0
84. The amount of parking space is adequate on the campus.	6	5	4	3	2	1	0
85. The college strives to support innovation/expansion in its programs.	6	5	4	3	2	1	0
86. The college budget reflects college priorities and planning goals.	6	5	4	3	2	1	0
87. I am satisfied with the comfort and attractiveness of the buildings and grounds.	6	5	4	3	2	1	0
88. The organization for administering Hartnell's budget and finances is clearly defined.	6	5	4	3	2	1	0
89. The management, maintenance, cleanliness and operation of the physical facilities is efficient and of a quality necessary to support programs and services.	6	5	4	3	2	1	0
90. The college's overall use of financial resources is consistent with its educational goals.	6	5	4	3	2	1	0
91. College guidelines and processes for financial planning and budget development are clearly defined and followed.	6	5	4	3	2	1	0
92. The Board of Trustees has performed responsibly in overseeing the financial soundness of the district.	6	5	4	3	2	1	0
93. I have a substantive role in college governance and policy-making that relate to my areas of responsibility and expertise.	6	5	4	3	2	1	0
94. The Hartnell Board of Trustees makes responsible decisions and takes responsible actions that support and promote the missions and functions of the College.	6	5	4	3	2	1	0

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	Strongly Agree	Mostly Agree	Slightly Agree	Slightly Disagree	Mostly Disagree	Strongly Disagree	Don't Know/ No Opinion
95. The Administration supports and uses a decision-making process which involves the persons who will be affected.	⑥	⑤	④	③	②	①	⓪
96. The Administration provides effective and efficient leadership and management which supports the college's mission.	⑥	⑤	④	③	②	①	⓪
97. The Administration provides effective leadership to define goals, develop plans and establish priorities for the institution.	⑥	⑤	④	③	②	①	⓪
98. The Administration has established and utilizes effective methods of communication to exchange information in a timely and efficient manner.	⑥	⑤	④	③	②	①	⓪

	EXCELLENT	VERY GOOD	GOOD	FAIR	POOR	DON'T KNOW/ NO OPINION
99. Overall, how would you assess the campus climate/environment at Hartnell College for employees?	⑤	④	③	②	①	⓪
100. How effective is Hartnell College in promoting employee diversity?	⑤	④	③	②	①	⓪
101. Overall, how would you assess the campus climate/environment at Hartnell College for students?	⑤	④	③	②	①	⓪
102. How effective is Hartnell College in promoting student diversity?	⑤	④	③	②	①	⓪

103. Group: faculty ◯ classified staff ◯ manager ◯

104. Gender: Male ◯ Female ◯

105 Employment Status: Permanent ◯ Temporary ◯

106. Disability Status: Disabled ◯ Not Disabled ◯

107. Ethnicity:

African American ◯ Asian American ◯ American Indian ◯ Filipino ◯ Latino/a ◯ White ◯ Other ◯

108. Number of years at Hartnell College: less than 1 ◯ 1-2 ◯ 3-5 ◯ 6-10 ◯ more than 10 ◯

109. What are Hartnell College's greatest strengths?

110. What could be done to improve Hartnell College?

111. Other Comments:

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